



HEALTHIER WORKPLACES | A HEALTHIER WORLD

Diversity, Equity, and Inclusion Policy

Approved June 2007; Revised August 2018; Revised April 2024

General

AIHA is dedicated to fostering a culture and environment supportive of diversity, equity, and inclusion (DEI), accessibility, and belonging to all people within our membership as well as the broader volunteer community (i.e., those non-members who participate in our advisory groups, working groups, task forces, and other project teams, vendors, and sponsors).

At its core, our policy is built around respect and value for individuals. AIHA promotes a community that values and respects the unique experience, backgrounds, and perspectives of all its members, volunteers, and staff. Furthermore, AIHA prohibits all harassment, exclusionary and threatening behavior that detracts from the learning experience central to AIHA's mission.

This policy shall be reviewed and updated as needed at least once every two years.

Definitions

- **Diversity:** Recognizing and appreciating the differences in age, race, ethnicity, sex, gender identity, sexual orientation, disability, religion, socio-economic status, veteran status, and other attributes that contribute to one's diverse identity.
- **Equity:** Incorporating the concept of **Accessibility**, ensuring that all members and allied volunteers are treated justly, and have full and independent access to opportunities, resources, and benefits impartially, addressing disparities where they exist.
- **Inclusion:** Creating an environment where all members and allied volunteers feel welcome, valued, and empowered to participate fully in the association's activities and initiatives.

Commitment

AIHA is dedicated to:

1. Promoting DEI as a core value of our association
2. Striving for equitable representation and participation within all of AIHA's communities. members and allied volunteers



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3. Eliminating recognized discrimination, bias, and barriers to engagement
4. Ensuring that members have a voice in shaping our association's programs and policies, specifically through their engagement in our volunteer group network
5. Providing transparent decision-making regarding DEI initiatives

Board Governance

The AIHA Board of Directors and Nominating Committee encourage diversity in the candidates nominated by the membership to run for director or officer positions on the Association's Board. *Specific criteria include those stated above, as well as encouraging representation from various employer types (e.g.; industry, academia, government, consulting, educational background, credentials, and geography).* Diversity on AIHA's Board enables it to represent the diverse communities more effectively within the AIHA membership; it helps foster diversity within the Association overall.

For specific national-level advisory groups, task forces, and committees (such as Board Nominating, Named Awards, and Finance) the AIHA Board shall, in good faith, strive to fulfill the spirit of this policy in approving appointments. NOTE: The Board does **not** have jurisdiction over the composition of other committees (open to any member) or working groups (open to anyone).

Leadership and Accountability

- The AIHA Board of Directors is responsible for championing and modeling our commitment to DEI.
- At least once every two years, a cross-functional team of members will be tasked with reviewing and updating this policy.
- To maintain transparency, any revisions made to this policy will be circulated among general AIHA membership for an open commentary period, after which time the AIHA Board of Directors will review all suggested revisions and comments and approve a final revision.

Membership and Engagement

- AIHA welcomes members from all backgrounds and identities.
- AIHA will actively seek out opportunities to engage with and represent diverse perspectives within our membership.



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- AIHA will continuously explore ways to ensure our events, programs, and communications are more inclusive and accessible to members who may have hearing, visual, or mobility disabilities.
- AIHA will monitor DEI best practices among peer organizations and groups and strive for continuous improvement.

Data Collection and Reporting

- AIHA may collect and analyze data related to the diversity of our membership and broader volunteer community. Individuals may decline to provide any information which they do not feel comfortable furnishing.
- AIHA strictly limits the use of this information for internal demographic purposes (i.e., to better understand the make-up and representation of its volunteer community) and shall NOT share it with any third parties or use it for any marketing purposes. Furthermore, offered demographic information is **NOT** used in open-call selections.

Training and Education

- AIHA will provide resources and opportunities for individuals to increase their understanding of DEI issues, including how they relate to OEHS.
- AIHA will encourage individuals to participate in DEI education and training.

Equal Opportunities and Fair Treatment

- Discrimination or harassment of any kind within the association will not be tolerated.
- All individuals will be treated fairly and equitably, regardless of their background or identity.

Inclusive Community

- AIHA will promote an inclusive culture where diverse perspectives are sought out, respected, and celebrated.
- AIHA will strive to create safe spaces for open dialogue and respectful exchange of ideas, while ensuring that personal attacks or comments of a political or religious nature are policed and appropriately addressed promptly.



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Anti-Discrimination and Harassment

- AIHA has established a process for reporting and addressing discrimination, harassment, and retaliation within the association.
- AIHA will provide support to those who experience or witness such behavior.

Code of Conduct Violations

- Pursuant to AIHA's Bylaws, should an individual behave in such a manner "deemed by the Board of Directors as injurious to the reputation and standing of the industrial hygiene profession or occupational and environmental health and safety profession or the Association", the individual may be subject to due process and expelled by a "two-thirds vote of the Board present and voting at a duly constituted meeting."
- If issues or violations of the DEI Policy are persistent or egregious, the member may be required to leave any volunteer position(s) and may be precluded from serving in volunteer roles in the future as determined by the Board of Directors.
- If the Executive Committee determines that revocation of AIHA membership is appropriate, it shall refer such a decision to the AIHA Board of Directors for approval. *NOTE: Revocation of AIHA membership requires a two-thirds (2/3) approval by the Board per AIHA Bylaws [Article III – Membership/Section 11].*
- If any person is thought to have violated local, state, or federal law, the person may be reported to the appropriate law enforcement agency.
- Violations should be reported via the AIHA Code of Conduct [online form](#).

AIHA welcomes input, feedback, and suggestions from members to enhance our DEI efforts. By adopting this DEI policy, AIHA reaffirms its commitment to creating an inclusive, equitable, and welcoming community for everyone.