



HEALTHIER WORKPLACES | A HEALTHIER WORLD

Diversity and Inclusion Policy

Approved June 2007; Revised August 2018

General

AIHA fosters diversity and inclusion of all people within our membership and adheres to a diversity policy built around respect for individuals regardless of where they are on life's journey. AIHA prohibits discrimination on the basis of age, citizenship, color, cultural background, disability, ethnicity, gender, gender identity/expression, race, religion, sexual orientation, socioeconomic status, or veteran status. Furthermore, AIHA prohibits all harassment and threatening behavior that detracts from the learning experience which is central to AIHA's mission.

Board Governance

Two basic tenets of AIHA's governance are: 1) the Board of Directors will strive to reflect the membership in its composition; and 2) diversity within the Board of Directors yields richer, more relevant decision making.

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, consultation), educational background, credentials, and geography.* Diversity on AIHA's Board enables it to more effectively represent the diverse communities within the AIHA membership; it helps foster diversity within the Association overall.

In general, when selecting volunteers to serve on national-level committees, advisory groups, and task forces, the AIHA Board shall, in good faith, strive to fulfill the spirit of this policy.