



Cultural Strategy Policy

Approved June 2007; Amended August 2018; April 2024, November 2024, May 2025, August 2025

General Information

AIHA is dedicated to fostering a culture and environment supportive of fairness, accessibility, and inclusion for all people within our membership and the broader volunteer community (i.e., those non-members who participate in our publicly accessible volunteer groups, vendors, advertisers, and sponsors).

AIHA expects its community to respect and value the unique backgrounds, identities, experiences, and perspectives of all its members, volunteers, and staff. AIHA prohibits all harassment, discriminatory, and threatening behavior that interferes with member engagement.

This policy pertains to all activities managed by AIHA National and its network of local sections. At AIHA, we:

- Welcome members from all backgrounds, identities, and experiences and promote an inclusive culture where these diverse identities, backgrounds, perspectives, and experiences are sought out, respected, and celebrated
- Promote broad access to education, encourage varied viewpoints that drive innovation, and extend outreach to underrepresented communities
- Provide equal access to mentorship, scholarships, professional development resources, and high-quality education that supports career advancement
- Strive to create safe spaces for open dialogue and respectful exchange of ideas
- Do not tolerate harassment, discrimination, or bias. All individuals will be treated fairly
- Value that each member has a voice in shaping the association's programs and policies
- Explore ways to create events, programs, and communications that are more accessible to members who may have hearing, visual, or mobility needs
- Support research and professional dialogue around workplace differences while preserving academic freedom



HEALTHIER WORKPLACES | A HEALTHIER WORLD

Leadership and Accountability

The AIHA Board of Directors is committed to championing and modeling impartiality, accessibility, respect, and inclusion. AIHA will benchmark best practices among peer organizations and strive for continuous improvement.

Data Collection and Reporting

AIHA may collect demographic data from members and volunteers for internal analysis only. This information is not shared with third parties, used for marketing, or considered in open-call selections. All volunteer appointments are based strictly on an individual's knowledge, skills, abilities, and experience.

Anti-Discrimination and Harassment

AIHA has established a process for reporting and addressing discrimination, harassment, and retaliation within the association and provides support to those who experience or witness such behavior. Refer to AIHA's Code of Conduct for more information.

Policy Updates

At least once every two (2) years, a cross-functional team of members will be tasked with reviewing and updating this policy. Policy revisions will be circulated to members for comment prior to Board approval, ensuring transparency and member input.