



## ISPCAN Policy for Diversity and Inclusion

### Background

The International Society for the Prevention of Child Abuse and Neglect (ISPCAN) is committed to creating an environment that is diverse, inclusive, and equitable where all staff, members, partners, suppliers, and board members are treated with respect and dignity.

### Position

For the purposes of this statement, diversity refers to race, gender, ethnicity, nationality, religion, sexual identity, familial status, age, disability and socio-economic status; Inclusion is valuing, respecting, and encouraging the full participation of each individual in the life and leadership of the organization; Equity is a process that ensures all people have the opportunity to contribute, develop, and grow despite historical, structural, legislative, racial, and socio-economic inequities.

We will not tolerate discrimination, biases, harassment, or bullying of any kind. Regardless of race, socio-economic status, age, disability, religion, sexual orientation, nationality, gender, or marital status, we are an organization that celebrates the richness of our local, national and global community.

As an organization and Board of Directors, we agree to be guided by these principles and pledge that they will be reflected in our vision, mission, strategic planning, programming, governance, and board composition. Our commitment to diversity, equity, and inclusion extends to our staff, our members, and projects we develop and support. This policy aims to ensure that ISPCAN's programs and initiatives ensure equal respect to all parties in order to effectively support the work we do, while maintaining the highest standards for anyone working in or associated with ISPCAN.

Any member or anyone who does not adhere to this policy is subject to their membership being revoked or a termination of contract or partnership.

### Procedure

1. Any concern will be sent to ISPCAN CEO at [execdirector@ispcan.org](mailto:execdirector@ispcan.org) or the current chair of the board.
2. ISPCAN CEO and Board Chair, along with another board member (at least 2 people) investigate the complaint, speak to all the people involved within 2 weeks of notification to ISPCAN.
3. A determination is made whether there has been a violation. An appropriate solution will be imposed to address the infraction and all parties will be informed within one month of the original complaint being received.

Updated December 2022