
PFSCM Policy Document

Equality, Diversity, and Inclusion

1. Purpose

To present Partnership for Supply Chain Management's (PFSCM's) commitment to equality, diversity, and inclusion as an integral part of our organizational culture and ongoing wellness.

2. Background

PFSCM's policies and procedures apply to all PFSCM staff. This Policy is designed to call out and connect PFSCM's wellness initiatives and Code of Conduct Policy.

3. Policy Statement

The Partnership for Supply Chain Management (PFSCM) is committed to fostering, cultivating, and preserving a culture of Equity, Diversity, and Inclusion (ED&I).

Our people are the most valuable asset we have. The collective sum of the individual differences, life experiences, knowledge, inventiveness, self-expression, unique capabilities, and talent that our staff invest in their work represents a significant part of not only our culture, but our reputation, and organization's achievement as well.

We embrace and encourage our staff's differences in age, color, disability, ethnicity, family or marital status, gender identity or expression, language, national origin, physical and mental ability, political affiliation, race, religion, sexual orientation, socio-economic status, veteran status, and other characteristics that make our staff unique.

PFSCM's diversity initiatives are applicable—but not limited—to our practices and policies on recruitment and selection, compensation and benefits, professional development and training, promotions, transfers, social and recreational programs, layoffs, terminations, and the ongoing development of a work environment built on the premise of equity and diversity that encourages and enforces:

- Respectful communication and cooperation between all staff.
- Teamwork & staff participation, permitting representation of all groups & staff perspectives.
- Work/life integration through flexible work schedules to accommodate staff's varying needs.

All staff members of PFSCM have a responsibility to treat others with dignity and respect at all times. All staff are expected to exhibit conduct that reflects inclusion during work or work functions. Any staff member found to have exhibited any inappropriate conduct or behavior against others may be subject to disciplinary action.

Staff members who believe they have been subjected to any kind of discrimination that conflicts with the organization's ED&I Policy should seek assistance from a supervisor or a People & Culture representative.