



Diversity, Equity, and Inclusion Policy Statement

Prevent Blindness recognizes that in order to fulfill its mission to prevent blindness and preserve sight, it must acknowledge the diverse makeup of its clients and the people who work to fulfill the mission. This mission is most effectively fulfilled through a commitment to inclusiveness as a core policy and fundamental operating principle.

To that end, Prevent Blindness affirms its commitment to reflecting the diversity of society in its board of directors, staff, and program recipients.

In particular, Prevent Blindness will work to ensure that its workplace has an inclusive environment that maximizes the benefits of the differences of its workers and presents equitable opportunities to all applicants and employees.

Prevent Blindness will work diligently to see that cultural differences are not seen as obstacles in the workplace or for participation in its programs and activities, but views such cultural differences as essential elements of life to be shared and acknowledged positively. Program applicants and employees will be valued and respected regardless of race, gender, religion, color, national origin, disability, sexual orientation, age, education, or geographic origin.

All employees of Prevent Blindness have a responsibility to treat others with dignity and respect at all times. All employees are expected to exhibit conduct that reflects inclusion during work, at work functions on or off the work site, and at all other company-sponsored events. Employees who believe they have been subjected to any kind of discrimination that conflicts with the company's diversity and inclusion policy statement should seek assistance from a supervisor or the Manager of Administrative Services.

Approved by the Prevent Blindness Board of Directors, October 2020

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