



Greater Newburyport Village Diversity and Inclusion Policy

It is the policy of the Greater Newburyport Village to respect and uphold the human rights of all persons regardless of race, color, religious creed, national origin, immigration status, sex, age, sexual orientation, gender identity and expression, marital status, income, or disability. We strive to be a welcoming Village in which all people feel included. We celebrate the individual differences, life experiences, knowledge, skills, self-expression, and interests that our members and volunteers bring to the Village.

The Greater Newburyport Village is committed in its policies, procedures, and practices to foster, cultivate, and preserve a culture of diversity and inclusion in all activities. In particular:

- We practice respectful communication and cooperation at all times between all Village members and volunteers.
- All Village members and volunteers are expected to exhibit conduct that reflects respect for individual differences during Village sponsored services, events, and activities.
- Village members who believe they have been subjected to any kind of discrimination that conflicts with the Village's diversity and inclusion policy, should notify the Concierge or a member of the Board of Directors.