

## Gender Diversity Policy



Schemata Workshop supports gender diversity in its workforce and endeavors to maintain relatively equal numbers of all genders across all job levels in the organization. Special focus on gender equality in senior leadership positions is given.

It is the policy of Schemata Workshop to take affirmative action to ensure that applicants are employed without regard to gender expression and/or identity. Such action includes but is not limited to the following employment practices: hiring, promotion, demotion, transfer, recruitment, layoff, termination, rates of pay or other forms of compensation, and selection for training. Employment practices are annually reviewed to determine whether members of all genders are receiving fair consideration for job opportunities, and, as appropriate, gender imbalances will be rectified in a reasonable and timely manner.

Schemata Workshop, Inc. is certified as a Federal Disadvantaged Business Enterprise, and a Washington State Minority Women's Business Enterprise.