



Ethnic and Racial Diversity Policy

Effective March 12, 2019

Bassetti Architects is committed to ensuring the ethnic and racial diversity and inclusiveness of our workforce. We encourage the hiring, retaining, and promoting of ethnically and racially diverse employees. Bassetti Architects monitors recruiting, retention, promotion, and other employment-related policies to ensure that diversity is a key goal.

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

We embrace and encourage our employees' 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 employees unique.

Our retention and promotion initiatives are focused on providing an atmosphere in which our racially and ethnically diverse employees have the opportunity to be successful in their careers within the organization.

This policy applies to all applicants and employees and extends to all aspects of Bassetti Architects' employment practices including recruiting, hiring, discipline, termination, promotions, transfers, compensation, benefits, training, leaves of absence, and other terms and conditions of employment.