

Title	Policy on Ethnic & Racial Diversity		
Effective date	July 2019	Last revision	July 2019
Organisation	Song Saa Foundation		
Authorised by	Melita Hunter, Executive Director		

Purpose

The Song Saa Foundation is committed to ensuring ethnic and racial diversity, and inclusiveness of its workforce. We encourage hiring, retaining, promotion, and other employment-related policies to ensure that diversity is a key goal.

Policy statement

The Song Saa Foundation follows personnel procedures that ensure equal employment-related opportunity for all people without regard to race, colour, religion, creed, national origin, gender, sexual orientation, age, ancestry, marital status, disability, veteran, or draft status.

The Song Saa Foundation always advertises for job openings in community places where minority and underserved populations are more likely to become aware of employment opportunities.

The retention and promotion initiatives at the Song Saa Foundation 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 organisation.

The Song Saa Foundation is also committed to providing equal opportunities and access for people with disabilities. We do not exclude otherwise qualified persons with disabilities from participating in employment opportunities. We will evaluate and respond to all requests to make a reasonable accommodation, modification, or adjustment in its facilities, programs, policies, jobs, services, and activities to ensure equal opportunity for qualified individuals with disabilities.