

Non-Discrimination, Gender + Ethnic Diversity Policy

McLennan Design recognizes that, as in nature, diversity supports overall health and resilience. MD seeks to build a workplace culture that benefits from the diversity of its team members' values, backgrounds and experiences.

To this end, McLennan Design is committed to diversity and to equal opportunity employment. MD does not discriminate on the basis of race, creed, color, ethnicity, national origin, religion, sex, sexual orientation, gender identity and expression, age, height, weight, physical or mental ability (including HIV status), veteran status, military obligations, or marital status. This policy applies to hiring, internal promotions, training, opportunities for advancement, and terminations and applies to all McLennan Design employees, volunteers, members, clients, and contractors.

McLennan Design expressly prohibits any form of employee harassment based on these same differentiators. Interference with the ability of McLennan Design's employees to perform their expected job duties is absolutely not tolerated.

Any team member who feels they have been discriminated against in the workplace is urged to immediately report the incident to managing partner Dale Duncan.

We are dedicated to growing in a just manner and commit to seeking guidance and identifying best practices for recruiting and hiring a diverse team as we grow.