

Non-discrimination, diversity & equality

HCMA strives to build environments where people from all backgrounds feel welcome. As a firm, we are committed to providing an inclusive workplace environment, free of discrimination against, and harassment of, any employee. We do not, and shall not, discriminate because of race, colour, national or ethnic origin, age, citizenship status, religion, disability, sex, sexual orientation, gender identity and expression, or any other such characteristic. We stand confidently on this position not only in respect of our employees, but of applicants for employment, vendors, suppliers, consultants, and clients.

We recognize that, in the AEC industries in particular, women are a minority group. We're happy to say this is not the case at HCMA Architecture + Design. We are committed to gender equality through pay, opportunity, or any other measure, are proud to advocate for diversity, equality and fairness throughout our industry, and support efforts to do the same further afield.

We also affirm our intent to maintain a diverse environment in our studios. Viewpoints from varied backgrounds are what drive us forward as a design firm, and our commitment to diversity covers any and all things from ethnicity to professional experience. There is no one perspective that is valued over another here, everyone is encouraged to share views, and all are listened to.

Every member of the HCMA team is expected to treat each other with equal respect. If at any time an employee feels that they are being treated in an inappropriate or unfair manner, it's encouraged they highlight the issue to a member of the Leadership team as soon as they feel comfortable to do so. Appropriate steps will be taken to fully understand and review the situation objectively, and action taken accordingly.

A CORPORATE PARTNERSHIP

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