



New Directions Equity Statement

New Directions is committed to fostering, cultivating and preserving a culture of diversity, equity, inclusion and belonging across all facets of operations including employee management, client services, Board and executive leadership and procurement practices.

We view our human capital as our most valuable asset. The collective sum of individual differences, life experiences, knowledge, creativity, innovation, self-expression, unique capabilities and talent that our employees invest in their work represents a significant part of our culture, as well as our reputation and organization's achievement.

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 personal characteristics.

These same principles are reflected not just in our employee selection, compensation and promotional strategies, but also in our proactive posture relative to diversity, equity, inclusion and belonging in our procurement policies. As a provider of affordable housing, we strictly adhere to state and federal fair housing regulations which are similarly rooted in a commitment to equity.

New Directions' diversity initiatives are applicable—but not limited—to our practices and policies on recruitment and selection; compensation and benefits; professional development and training; promotions; transfers; social and recreational programs; layoffs; terminations; and the ongoing development of a work environment built on the premise of gender and diversity equity that encourages and requires:

- Respectful communication and cooperation between all employees.
- Teamwork and employee participation, permitting the representation of all groups and all employee perspectives.
- Work/life balance through flexible work schedules to accommodate employees' varying needs when such accommodation is reasonable and does not adversely affect the organization's normal business operations.
- Employer and employee contributions to the communities we serve to promote a greater understanding and respect for diversity, equity, inclusion and belonging.

All employees of New Directions have a responsibility to treat others with dignity and respect at all times. All employees are expected to exhibit conduct that reflects inclusion during work, at work functions on or off the work site, and at all other organization-sponsored and participative events. All employees are required to attend and complete regular diversity awareness training to enhance their knowledge to fulfill this responsibility.

Any employee found to have exhibited inappropriate conduct or behavior against others, as described in our employee handbook, may be subject to disciplinary action. Employees who believe they have been subjected to any kind of harassment or discrimination that conflicts with New Directions' policies, as set forth in our employee handbook, should seek assistance from their supervisor or an HR representative.