



IERG EQUALITY POLICY

IERG is committed to fostering a culture of equality and respectful communication and behavior among our members, who are the most valuable asset we have.

The collective sum of the individual differences, life experiences, knowledge, self-expression, unique capabilities and talent that our members invest in their participation in IERG represents a significant part of not only our culture, but our reputation as well.

We embrace and encourage our members' differences in gender, ethnicity, age, national origin, disability, religion and other characteristics that make our members unique. Our inclusion initiatives are applicable to our practices and policies with respect to member recruitment and the ongoing development of a collaborative environment that encourages and enforces:

- Respectful communication and cooperation between and among all members.
- Teamwork and member participation, permitting the representation of all groups and member perspectives.

As IERG members, we all have a responsibility and expectation to operate within these guidelines, i.e., treating others with dignity and respect and exhibiting conduct that reflects inclusion at all times.