



Association For Vascular Access

POLICY:

DIVERSITY AND INCLUSION

Original date approved by AVA Board: April 17, 2017

Date revision approved by AVA Board:

Purpose:

AVA is dedicated to ensuring the diversity of its board, staff, volunteers and programming. We are committed to embracing and drawing from the unique voices, experience, and perspective of our staff, volunteers, and members in all that we do. Our commitment to diversity and inclusion informs and empowers us to reflect and effectively serve all of our constituents and successfully deliver on our mission.

Guidelines and or Procedure:

- All employees, board members and volunteers will be treated fairly and equally and with respect at all times.
- All AVA employees will adhere to all guidelines set forth in the Employee handbook.
- AVA opposes all forms of illegal and unfair discrimination based on gender, gender identity, age, race, ethnic origin, sexual orientation, religion, marital status, physical abilities, or social class.
- AVA is dedicated to finding and developing diversity partnerships with private and public entities, organizations, individuals and facilities that further our mission of hiring, retaining and growing diverse talent. By doing so, AVA ensures the needs of our members, affiliates, and organizational partners are reflected and represented in our work.