



Aas Health Foundation

Swayambhu Apt 2, Near Nasare Sabhagruh,
Hudkeshwar Road, Nagpur – 440034.

Inclusion and Diversity Policy

Introduction

Aas Health Foundation (AHF) values inclusion and diversity as integral to its mission of improving health and fostering well-being in communities. We are committed to creating an environment where every individual feels respected, valued, and empowered, regardless of their background, identity, or experiences. This policy outlines AHF's commitment to fostering diversity, equity, and inclusion (DEI) in all aspects of its operations and activities.

Purpose

The purpose of this policy is to:

1. Promote a culture of respect, inclusion, and belonging.
2. Recognize and celebrate diversity in all its forms, including race, ethnicity, gender, age, disability, sexual orientation, religion, socioeconomic status, and more.
3. Ensure equitable access to opportunities and resources within AHF.
4. Integrate diversity and inclusion principles into organizational policies, practices, and decision-making.

Scope

This policy applies to all employees, board members, volunteers, interns, contractors, partners, and stakeholders associated with AHF.

Definitions

1. *Diversity*

- The unique characteristics, experiences, and perspectives that individuals bring to the workplace, including but not limited to race, ethnicity, gender, age, disability, religion, and sexual orientation.

2. *Inclusion*

- The practice of creating an environment where everyone feels welcome, respected, supported, and able to fully participate.

3. *Equity*

- Ensuring fair treatment, access, and opportunities for all, while working to eliminate barriers that prevent full participation.

Policy Statement

1. *Commitment to Inclusion and Diversity*

- AHF is committed to building a diverse workforce and fostering an inclusive culture that reflects the communities we serve.

2. *Respect for Individual Differences*

- All individuals associated with AHF will be treated with dignity and respect, free from discrimination, harassment, or bias.

3. *Equitable Practices*

- AHF will ensure that policies, programs, and practices are equitable and inclusive, providing equal opportunities for all employees and stakeholders.

4. *Accessibility*

- AHF will work to eliminate barriers and create an accessible environment for individuals with disabilities or other needs.

5. *Cultural Competency*

- AHF will promote cultural awareness and sensitivity through training, education, and engagement with diverse communities.

Responsibilities

1. Leadership

- AHF leadership is responsible for driving the inclusion and diversity agenda and modeling inclusive behavior.
- Leaders must ensure that DEI principles are embedded in strategic planning, recruitment, and decision-making processes.

2. Human Resources

- Develop and implement policies, practices, and programs that promote inclusion and diversity.
- Provide ongoing training and resources to enhance awareness and understanding of DEI principles.

3. Employees and Stakeholders

- Demonstrate respect for individual differences and contribute to an inclusive environment.
- Report any incidents of discrimination, bias, or exclusion to the appropriate authority.

Key Principles

1. Diverse Recruitment and Hiring

- AHF will actively recruit and hire candidates from diverse backgrounds to ensure representation at all organizational levels.

2. Training and Development

- Provide regular training programs on diversity, equity, and inclusion to all employees and stakeholders.

3. Inclusive Communication

- Use inclusive language and practices in all internal and external communications.
- Ensure representation of diverse voices and perspectives in decision-making processes.

4. Equal Opportunity

- Provide equal access to professional development, training, and advancement opportunities for all employees.

5. Anti-Discrimination and Anti-Harassment

- AHF has zero tolerance for discrimination, harassment, or any behavior that undermines inclusion and diversity.

Implementation and Monitoring

1. Inclusion and Diversity Committee

- A dedicated committee will be formed to oversee the implementation of this policy and recommend actions to promote DEI across AHF.

2. Measuring Progress

- Regular assessments will be conducted to evaluate the effectiveness of inclusion and diversity initiatives.
- Employee surveys, focus groups, and feedback mechanisms will be used to monitor progress and identify areas for improvement.

3. Policy Review

- This policy will be reviewed annually or as needed to ensure alignment with evolving best practices and legal requirements.

Reporting and Accountability

1. Reporting Discrimination or Bias

- Any employee or stakeholder who experiences or witnesses discrimination, harassment, or bias should report it to the Human Resources Department or the Inclusion and Diversity Committee.

2. Non-Retaliation

- AHF will ensure that individuals who raise concerns or report violations of this policy are protected from retaliation or adverse consequences.

3. Consequences of Non-Compliance

- Any violation of this policy will be addressed through disciplinary action, which may include termination of employment or association with AHF.

Key Actions to Promote Inclusion and Diversity

1. Engage with community leaders and organizations to better understand and address the needs of diverse populations.
2. Foster an inclusive workplace culture through employee engagement programs, events, and initiatives.
3. Identify and eliminate systemic barriers to inclusion and equity within AHF's policies and operations.
4. Promote diversity in leadership and decision-making roles.

Contact Information

Inclusion and Diversity Committee

Aas Health Foundation

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Acknowledgment

All employees, volunteers, and stakeholders must read, understand, and acknowledge this Inclusion and Diversity Policy.

Approved by:

Dr. Kamlesh Kakde

Secretary,

Aas Health Foundation

Date: