Diversity, Equity, and Inclusion Policy

Date Created: 8/18/23

Purpose

At Riveo Creative, we are committed to fostering a diverse, inclusive, and equitable workplace. We believe that diversity is not only a fundamental value but also a vital asset that drives innovation, creativity, and overall success. This outward-facing diversity policy outlines our commitment to promoting diversity in all aspects of our operations and sets forth our dedication to creating a welcoming and inclusive environment for all.

Scope

This policy applies to all employees of Riveo Creative, including full-time, part-time, and temporary employees.

Policy

Equal Opportunity and Non-Discrimination

Riveo Creative is an equal opportunity employer and prohibits discrimination, harassment, and victimization of any individual or group based on race, color, religion, gender, gender identity or expression, sexual orientation, national origin, disability, age, veteran status, marital status, or any other characteristic protected by applicable laws. We are committed to providing equal employment opportunities to all employees and applicants.

Inclusive Hiring Practices

We strive to attract and hire a diverse workforce that reflects the diverse communities we serve. We will actively seek to recruit and retain individuals from underrepresented groups, including but not limited to women, racial and ethnic minorities, LGBTQ+ individuals, individuals with disabilities, and individuals from diverse socioeconomic backgrounds. Our hiring decisions will be based on merit, skills, qualifications, and cultural fit.

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Respectful and Inclusive Workplace

We are dedicated to creating an inclusive and respectful workplace culture where every individual is treated with dignity and fairness. Discrimination, harassment, or any form of disrespectful behavior will not be tolerated. We encourage open dialogue, collaboration, and the sharing of diverse perspectives and ideas. All employees are expected to contribute to a positive and inclusive work environment.

Training and Education

We recognize the importance of continuous learning and education in fostering diversity and inclusion. We will provide training and development opportunities to our employees to raise awareness, promote understanding, and cultivate inclusive practices. This may include diversity and inclusion workshops, unconscious bias training, and other relevant initiatives to support employees in building their knowledge and skills.

Supplier Diversity

We are committed to partnering with diverse suppliers and vendors. We will actively seek opportunities to engage with businesses owned by women, minorities, LGBTQ+ individuals, and other underrepresented groups. Our procurement process will be fair, transparent, and inclusive.

Community Engagement

Riveo Creative aims to make a positive impact on the communities we serve. We will actively participate in initiatives that promote diversity, equity, and inclusion in the broader community. This may include supporting local organizations, participating in events, and using our platform to amplify diverse voices and stories.

Accountability and Evaluation

We will regularly review our diversity and inclusion efforts to assess their effectiveness and identify areas for improvement. We are committed to holding ourselves accountable and making necessary

adjustments to ensure progress. Feedback from employees, customers, and stakeholders will be valued and considered in shaping our diversity initiatives.

Point of Contact

For questions or concerns regarding this policy, please contact Elin Barton at ebarton@riveocreative.com.

Conclusion

At Riveo Creative, we understand that diversity is a journey, and we are committed to continuously improving our practices and policies. We believe that by embracing diversity, we will not only create a better workplace but also produce more impactful and resonant content. Together, we can foster an inclusive environment where everyone can thrive and contribute to our shared success.

Disclaimer

Riveo Creative reserves the right to update or amend this policy and will notify all employees via email communication.