

NWC Policy on Diversity, Equity and Inclusion

The National Whistleblower Center (NWC) is committed to incorporating the values of diversity, equity, and inclusion in its governance and operations. To ensure that these values are met, it is absolutely important that there is no discrimination in the workplace. This means proactively ensuring that the D.C. Human Rights Act is carefully followed. This act requires all employers in the District of Columbia to prevent discrimination based race, color, religion, national origin, sex, age, marital status, personal appearance, sexual orientation, gender identity or expression, family responsibilities, genetic information, disability, matriculation, political affiliation, status as a victim or family member of a victim of domestic violence, a sexual offense, or stalking, credit information, or homeless status of any individual.

Incorporating these values advances the organization's mission of seeking a more just society and helps drive innovation and organizational growth.

We understand each of these terms to mean the following:

- Diversity is the representation of all our varied identities and differences (race, ethnicity, gender, disability, sexual orientation, gender identity, national origin, tribe, caste, socio-economic status, thinking and communication styles, etc.), collectively and as individuals.
- Equity means seeking to ensure fair treatment, equality of opportunity, and fairness in access to information and resources for all. This is made possible in an environment built on respect and dignity.
- Inclusion means actively inviting the contribution and participation of all people. This includes expanding opportunities for participation by people who live with disabilities. It also means a workplace free from sexual harassment or discrimination based on.

Furthermore, we are committed to ensuring that any employee affected by pregnancy, childbirth, a pregnancy-related or childbirth-related medical condition, breastfeeding, or a reproductive health decision, has the same employment-related opportunities as other employees. We are committed to treating an employee who temporarily is unable to perform the functions of the employee's job because of the employee's pregnancy-related condition in the same manner as it treats other employees with temporary disabilities.

Signed:

DATE: May 19th, 2025

Stephen M. Kohn
Co-Founder and Chairman of the Board of Directors