



## **DIVERSITY, EQUITY, AND INCLUSION POLICY**

Aftersight does not discriminate against any person or persons based on race, color, national origin, age, sex, sexual preference, gender expression, religion, marital status, military status or disability in its policies, practice, access/delivery of services, and procedures. Aftersight does not distinguish among individuals in the quantity, quality or timeliness of program services, aids or benefits that they provide or the manner in which they are provided.

This statement of Diversity, Equity, and Inclusion (DEI) applies equally and uniformly to any and all aspects of the programs, services, and activities of Aftersight, including but not limited to: Members of the Board of Directors, Listeners, Volunteers, Staff, and Members of State and Local Advisory Boards. DEI that includes people with disabilities is provided to staff members. The provisions of this policy are also outlined in Aftersight's Employee Handbook.

Aftersight will make reasonable accommodations in accordance with the Americans with Disabilities Act for listeners, volunteers, board members, and staff members who have disabilities. Aftersight facilities in Boulder are physically accessible to individuals who have physical disabilities and/or impaired mobility. Adaptive equipment relating to the accessibility of computer systems, Braille and audio information systems, and the Aftersigh Audio Control Rooms, is provided as standard operational procedure. Aftersight's website was designed to be accessible. Forms may be completed electronically through the website or by speaking with an Aftersigh staff member. Support Service Providers and sign language interpreters are engaged as needed. Aftersight provides programming in Spanish and has a staff person who can assist Spanish speaking listeners with registration and questions. Aftersight's website, listener applications, and other documents are provided in Spanish as well as English. When needed trained, certified interpreters will be engaged.