

# **Workplace Equity & Civility Initiative Commitment**

As employers in San Diego, we recognize that the internal culture we create drives the collective success of our community. Sexual harassment and gender discrimination negatively impact organizations, employees, and their families.

Employers have a substantial impact on our region's long-term economic growth. Therefore, we believe that deliberate action must be taken within our organizations to foster equity and create a positive workplace.

The undersigned San Diego regional employers commit to strive for work environments free of sexual harassment and gender discrimination by adopting and enforcing policies that promote:

- Pay Equity
- Respectful workplace speech, language, and conduct
- Environments where employees feel safe to speak and report concerns
- Education for all employees and measurable strategies to evaluate the education's effectiveness
- Positive engagement from employees regarding these issues

As leaders intolerant of gender discrimination, we commit to hold ourselves and our employees accountable for workplace equity and civility.

I, \_\_\_\_\_, as a representative of \_\_\_\_\_, endorse the above statement and commit to the selected actions in support of achieving workplace equity and civility.

**Signature:** \_\_\_\_\_

**Title:** \_\_\_\_\_

**Date:** \_\_\_\_\_