

Diversity and Inclusion

What we have and/or do:

- EEO training during Foundation Training.
- Diversity/inclusion topic at our annual Summer Conference.
- EEO statement in our agreements.
- EEO statement in our handbook.
- EEO statement on our website.

What we say:

- We don't ask about protected characteristics.
- We don't capture information pertaining to protected characteristics.
- We don't recruit based on protected characteristics.
- We don't hire based on protected characteristics.

What we want our clients to know:

- Search firms are bound by the laws prohibiting workplace discrimination which also applies to its referral practices.
- Our team does not ask questions pertaining to protected characteristics.
- Our team does not capture information pertaining to protected characteristics.
- Our team does not discriminate in its referral practices based on a protected characteristic.
- Our team will make a concerted effort to recruit diversity candidates upon request and will present any and all qualified candidates including non-diversity candidates.
- Our team is able to provide a list of candidates presented to you (client) upon request.

What we want our candidates to know:

- Our team doesn't ask about protected characteristics.
- Our team won't share information about their protected characteristics.
- Our team does not discriminate in its referral practices based on a protected characteristic as all qualified individuals are presented to our client.