Internet Society Diversity and Inclusion Policy

The Internet Society (ISOC) is committed to a culture of diversity and inclusion, where all individuals are valued for their distinct contributions. Our people are the most valuable strengths we have. The collective sum of the individual differences, life experiences, knowledge, inventiveness, innovation, self-expression, unique capabilities and talent that our staff invests in their work represents a significant part of not only our culture, but our reputation and ISOC's achievements.

More than that, we recognize the differences in race, gender identity or expression, age, color, disability, ethnicity, pregnancy and maternity, family or marital status, language, national origin, physical and mental ability, political affiliation, religion, sexual orientation, socio-economic status, veteran status, and other characteristics that make our employees unique. Our focus on diversity and inclusion helps ISOC better support the development of the Internet as a global technical infrastructure, a resource to enrich people's lives, and a force for good in society.

By building open and inclusive work environments, we seek to fully utilize the talents of our global team, which is rich in diversity of cultural backgrounds, talents and ideas. As an international organization, ISOC recognizes that scheduling meeting times convenient to any time zone can be burdensome to other employees and members around the globe; we encourage the use of asynchronous communications when appropriate. The Internet Society strives to ensure transparency and endeavors to create an environment that provides all staff members with equal access to information, development and opportunity.

The Internet Society's diversity initiatives are applicable—but not limited—to our practices and policies on recruitment and selection; compensation and benefits; professional development and training; promotions and terminations, and the ongoing development of a work environment built on the premise of diversity equity that encourages and enforces:

- Respectful communication and cooperation between all staff.
- Teamwork and employee participation, permitting the representation of all groups and employee perspectives.
- Work/life balance through flexible work schedules to accommodate staff varying needs.

All staff of ISOC have a responsibility to treat others with dignity and respect at all times. All staff are expected to exhibit conduct that reflects inclusion during work, at work functions on or off the work site, and at all other company-sponsored and participative events. The Internet Society will provide opportunities for diversity awareness training to support staff in learning and increasing their diversity knowledge and skills.

Any staff found to have exhibited any inappropriate conduct or behavior against others may be subject to disciplinary action including termination. Staff who believe they have been subjected to any kind of discrimination that conflicts with the ISOC's diversity policy and initiatives should be reported to their manager and/or Human Resources. Staff may also use the Global Ethics Hotline to report, confidentially, any concerns at https://internetsociety.alertline.com/gcs/welcome or in the US via phone at 1-800-826-6762 in English or 1-800-297-8592 in Spanish.