NEXT for AUTISM
Diversity Equity and Inclusion Policy

At NEXT for AUTISM we strongly believe that promoting diversity strengthens our organization. We are committed to fostering, cultivating and preserving a culture of diversity, equity and inclusion and are proud to be an equal opportunity employer.

EMPLOYEE DIVERSITY

Our talent is the most valuable asset we have. The collective sum of the individual differences, life experiences, knowledge, inventiveness, innovation, self-expression, unique capabilities and talent that our employees invest in their work represents a significant part of our culture, our reputation and achievements.

We embrace and encourage our employees' differences in age, color, disability, ethnicity, family or marital status, gender identity or expression, language, national origin, physical and mental ability, political affiliation, race, religion, sexual orientation, socio-economic status, veteran status, and other characteristics that make our employees unique.

NEXT for AUTISM's diversity, equity and inclusion policy encourages:

- Respectful communication and cooperation between all employees.
- Teamwork and employee participation, permitting the representation of all groups and employee perspectives.
- Work/life balance through flexible work schedules to accommodate employees' varying needs.
- Employer and employee contributions to the communities we serve to promote a greater understanding and respect for the diversity.

SUPPLIER DIVERSITY

It is the policy of NEXT that Diverse Suppliers (Minority-Owned and Women-Owned Business Enterprises; LGBT Business Enterprises, Veteran-Owned Businesses and Disabled-Owned Business Enterprises) shall have an equal opportunity to be included in our sourcing/procurement processes. Our diversity objectives include (1) actively sourcing qualified diverse suppliers that can provide competitive and high-quality products and services and (2) promoting the inclusion of diverse suppliers as part of our sourcing and procurement process.

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