



INCLUSION Policy

Effective Date: [01/04/2023]

Introduction:

Rushabh Foundation Charitable Trust (the "Trust") is committed to fostering an inclusive and diverse environment that values and respects the contributions and experiences of all individuals associated with the Trust. This Inclusion Policy (the "Policy") outlines the Trust's commitment to promoting diversity, equity, and inclusion in all aspects of its operations. The Policy applies to trustees, employees, volunteers, contractors, beneficiaries, and any other individuals associated with the Trust (collectively referred to as "Individuals").

1. Diversity and Non-Discrimination:

- 1.1. The Trust embraces and celebrates diversity, recognizing that it enriches our organization and strengthens our ability to achieve our mission.
- 1.2. The Trust prohibits discrimination, harassment, or any form of unfair treatment based on race, color, religion, gender, sexual orientation, gender identity, national origin, age, disability, or any other protected characteristic as defined by applicable laws.
- 1.3. All individuals associated with the Trust will be treated with respect and dignity, fostering an inclusive environment that values their unique backgrounds, perspectives, and contributions.

1. Equal Opportunities:

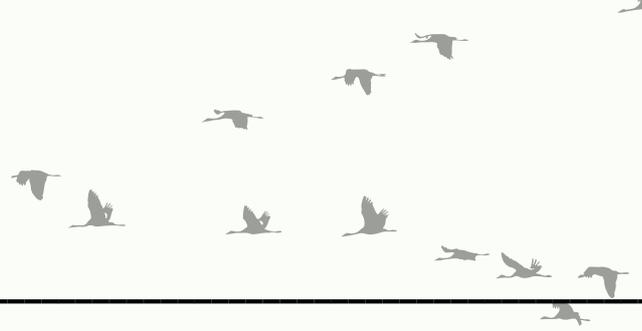
- 2.1. The Trust is committed to providing equal opportunities for all individuals, regardless of their background or characteristics, in all aspects of its operations, including recruitment, hiring, promotion, training, and decision-making processes.
- 2.2. Employment decisions will be based on merit, qualifications, skills, and the needs of the Trust.

1. Accessibility:

- 3.1. The Trust will strive to provide accessible facilities, programs, and services to ensure individuals with disabilities can fully participate in our activities.
- 3.2. Reasonable accommodations will be provided to individuals with disabilities to enable their participation and engagement, in accordance with applicable laws and regulations.

1. Inclusive Work Environment:

- 4.1. The Trust will foster an inclusive work environment that promotes mutual respect, collaboration, and open communication among individuals from diverse backgrounds.
- 4.2. Harassment, bullying, or any behavior that undermines the dignity and well-being of individuals will not be tolerated and will be addressed promptly and effectively.



5. Training and Awareness:

- 5.1. The Trust will provide training and awareness programs to promote understanding, sensitivity, and cultural competence among its employees, volunteers, and stakeholders.
- 5.2. Training programs may include topics such as unconscious bias, diversity, inclusion, and respectful workplace practices.

6. Partnership and Collaboration:

- 6.1. The Trust will actively seek partnerships and collaborations with organizations that share our commitment to diversity, equity, and inclusion.
- 6.2. By engaging in strategic alliances, we aim to amplify our impact, exchange knowledge, and promote social change in a collaborative and inclusive manner.

7. Policy Implementation:

- 7.1. The Trust will assign responsibility for implementing and monitoring this Inclusion Policy to designated individuals or committees to ensure its effective implementation.
- 7.2. Regular assessments and reviews will be conducted to evaluate the Policy's effectiveness and identify areas for improvement.

8. Policy Communication:

- 8.1. The Trust will ensure that this Inclusion Policy is communicated to all individuals associated with the Trust, including employees, volunteers, contractors, and beneficiaries.
- 8.2. The Policy will be made available through appropriate channels, such as the Trust's website, employee handbooks, or intranet.

9. Policy Review:

- 9.1. The Trust will periodically review and update this Inclusion Policy to reflect changes in best practices, societal expectations, and legal requirements.

Conclusion:

This Inclusion Policy reflects Rushabh Foundation Charitable Trust's commitment to creating an inclusive and equitable environment where all individuals are valued and respected. By adhering to the principles outlined in this Policy, we can foster a diverse and inclusive organization that promotes innovation, collaboration, and positive social impact.

By signing below, I acknowledge that I have received, read, and understood the Rushabh Foundation Charitable Trust Inclusion Policy and agree to comply with its provisions and guidelines.

[Individual's Name]

[Individual's Position/Role]

[Date]

