

*Diversity in the Workplace* includes all of the differences that define each of us as unique individuals, for example:



**Local Committees are made up of both Hourly and Salaried employees.**

**Local Committee responsibilities include:**

- Implement and monitor Diversity, Equity, and Inclusion strategies and training, including new hire and experienced hire orientation.
- Identify proactive training opportunities for the Local membership and leadership.
- Recommend training that will promote a respectful workplace.
- Offer suggestions to the UAW-Ford National Joint Diversity, Equity, and Inclusion Program Committee and Local Management on ways to facilitate awareness and greater understanding of equal application and diversity issues.
- Communicate to employees available resources for reporting harassment, discrimination, and retaliation.

- Physical Abilities
- Race/Ethnicity
- Gender
- Gender Identity/Expression
- Age/Generations
- Sexual Orientation
- Religion
- Culture
- Experiences/Background
- Opinions
- World Views
- Pregnancy
- Beliefs
- Nationality
- Education
- Family
- Marital Status
- Thinking Styles

# UAW-FORD DIVERSITY, EQUITY, AND INCLUSION PROGRAM

RESPECT OUR DIFFERENCES



VISIT: [WWW.UAWFORD.ORG/DI](http://WWW.UAWFORD.ORG/DI)





**National Committee responsibilities include:**

- **Oversee the delivery of diversity, equity, and inclusion strategies implemented at all UAW-represented Ford locations.**
- **Design, develop and implement training programs, conferences, forums and other strategies to increase employee awareness of, and promote constructive dialogue regarding diversity, equity, and inclusion.**
- **Develop and provide training annually for UAW-Ford Local Joint Diversity, Equity, and Inclusion Committees.**
- **Discuss ways to implement and support the Employee Resource Groups (ERGs) and their activities at all locations.**
- **Communicate to employees available resources for reporting harassment, discrimination, and retaliation.**

FOR MORE INFORMATION SEE THE  
UAW-FORD COLLECTIVE BARGAINING  
AGREEMENT VOLUME I, APPENDIX X.



Chuck Browning  
UAW Vice President and Director  
National Ford Department



Kevin Legel  
Vice President, Labor Affairs  
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The UAW and Ford have a rich history of commitment, both jointly and independently, to provide equal opportunity and respect for all individuals within the workplace.

The UAW and Ford would not be as productive and competitive if employees were to exhibit “sameness.” Embracing diversity, equity, and inclusion, sharing information, experiences, knowledge, beliefs, and customs creates synergy.

Through the commitment and leadership of both the National and Local Joint Diversity, Equity, and Inclusion Program Committees, UAW-Ford will continue to cultivate respectful and inclusive workplaces by empowering employees and fostering positive working relationships.

Harassment is unwelcome or unwanted conduct of a harassing nature, whether in the workplace or at an off-site work event, which has the effect of interfering with someone’s work performance, or which creates an intimidating, hostile or offensive environment.

Harassment based on sex, race, color, religion, age, national origin, disability, sexual orientation, gender identity/expression, or veteran status is unacceptable.

What is acceptable, amusing or inoffensive to some may be unwelcome, abusive, or offensive to others. UAW-Ford has a zero tolerance policy for harassment.

Neither the Company, nor the Union, asks employees to change their values or beliefs, but employees are expected to look at their behavior in the workplace and act appropriately, treating others with dignity and respect. Valuing and respecting each other creates an environment where everyone can do their best work.

THE FORD CORPORATE  
ANTI-HARASSMENT POLICY AND  
SPEAKING UP AND PREVENTING  
RETALIATION POLICY  
CAN BE FOUND ON THE  
AT.FORD.COM (@FordOnline) WEBSITE.