



Diversity, Inclusion, and Civility

CAT-Coalition for Appropriate Transportation embraces the diversity provided by having Board Members, Committee Members, Volunteers and Directors of different genders, races, ethnicities, sociocultural backgrounds, sexual orientations, religious beliefs, and cultures. It is expected that everyone involved with CAT will treat each other with fairness, respect, and dignity in order to fully engage, value, and encourage individual perspectives, because diversity and inclusion are strengths that unlock our full potential.

The Board strives for equitable treatment of all members and will conduct its meetings, including meetings of its committees, in such a way that allows each Director and Officer to express opinions and for those opinions to be respected and considered, in discourse that is free from animosity and aggression and that allows the expression of ideas that may run counter to those of the majority.

It is the responsibility of all Directors and Officers to comply with these expectations, and any Director or Officer aware of violations or suspected violations of these shall report same to the Chairperson, the President, the Executive Director, or to the Executive Committee. The board has a zero-tolerance policy for retaliation. No person who in good faith reports a violation shall suffer harassment, retaliation, or adverse consequence as a result. The board will inquire and take actions with respect to any Director or Officer who retaliates against someone who has reported a violation in good faith up to and including termination. Violations or suspected violations may be submitted on a confidential basis by the complainant. Reports of violations or suspected violations submitted on a confidential basis will be kept confidential to the extent reasonably required by law, consistent with the need to conduct an adequate investigation and disclosure.

This policy was adopted by CAT Board of Directors on June 7, 2021.