



American Board of Psychiatry and Neurology, Inc.

A Member Board of the American Board of Medical Specialties (ABMS)

Diversity, Equity, and Inclusion Statement and Policy

The ABPN respects and values diverse life experiences and heritages and is committed to creating an equitable, inclusive, and nondiscriminatory workplace where all employees and volunteers, whatever their age, gender, race, ethnicity, national origin, sexual orientation or identity, education, disability, or other characteristics are valued, respected, and provided with equal opportunity for employment and advancement in all departments and programs.

Human capital is one of the most valuable assets at the ABPN. The collective sum of the life experiences, knowledge, inventiveness, innovation, self-expression, unique capabilities, and talents that ABPN employees invest in their work represents a significant part of not only of the ABPN culture, but of its reputation and its achievement.

ABPN's diversity initiatives include its policies and practices on recruitment and selection; compensation and benefits; professional development and training; transfers and promotions; social and recreational programs; and layoffs and terminations.

The ABPN work environment is built on the premises of diversity, equity, and inclusion. The ABPN encourages and enforces:

- Respectful communication and cooperation between all employees.
- Employee participation and teamwork with representation of different groups and perspectives.

ABPN employees have a responsibility to treat others with dignity and respect. ABPN employees are expected to exhibit conduct that reflects inclusion during work, at work functions in or out of the office, and at all other company-sponsored and participative events.

Any ABPN employee found to have exhibited any inappropriate conduct or behavior against others may be subject to disciplinary action.

ABPN employees who believe they have been subjected to any kind of discrimination that conflicts with the company's diversity policy and initiatives should seek assistance from a supervisor or Human Resources.