



THE DELTA EQUALITY PLEDGE

To enroll as part of the Delta Network, we the undersigned, pledge our support for the '[Delta Equality Pledge](#)' that specifies full non-discrimination protections on the basis of sexual orientation and gender identity. Thus, we believe in the dignity of all people and their right to respect and equality of opportunity. We value the strength that comes with difference and the positive contribution that diversity brings to our community and we commit:

To Protect the inalienable human right to be safe from discrimination based on sexual orientation and gender identity, we will provide equal opportunities in our recruitment practices and actively support LGBTQ people by fostering an inclusive environment and setting up safeguards for situations that do not align with the values of equality and inclusion. Safeguards may include, but are not limited to:

- Ensure that equitable and privileges are granted to all employees.
- Provide gender neutral bathrooms for those who wish to identify as alternate genders/gender non conforming.
- Training & sensitization workshops on issues regarding sexual orientation & gender identity in the workplace.

To Ensure that the employees of our organisation are not facing any kind of bullying, harassment or victimisation, we will create open and trusting environments that encourage complex conversations that, at times may be uncomfortable but, are geared towards increased inclusion and equality. By creating an open and continual dialogue, we will build a trusting, compassionate and supportive environment for all our employees and patrons. Such measures may include:

- Establish internal LGBTQ Support/Employee groups
- Advocate the use of preferred pronouns if/when the case may arise.
- Establish guidelines & frameworks on acceptable & unacceptable language to promote conversation & reduce the chances of abuse and/ or harassment
△ Include language prohibiting discrimination on the basis of sexual orientation in non-discrimination policy statements.

To identify, understand and eliminate barriers to inclusion at our establishment/business, we will commit to creating educational or other initiatives that target unconscious biases in the form that best fits our specific culture and business. By helping our employees and patrons recognize and minimize their blind spots, we aim to facilitate more open and honest conversations. Such steps may include:

- LGBTQ centric activities such as talks, discussion forums & Pride events.
- Sensitization events & discussions that help people familiarize themselves with the needs of the community.
- Provide direct avenues of involvement for allies such as volunteer opportunities, advocacy training & mentoring groups for younger employees, new hires or those that wish to join such a group.

To protect our LGBTQ employees and patrons

- **We will not tolerate** any form of harassment on the grounds of gender and/or sexual orientation.
We are a safe environment for all our employees and our customers, as applicable.
- **We will ensure** that all allegations of harassment, bullying, misconduct or intimidation will be dealt with seriously, confidentially and promptly as so in other cases.
- Further, we will ensure that employees making complaints, and others who give evidence or information in connection with the complaint, will not be victimised and any complaints of victimisation will be dealt with seriously, promptly and confidentially.

We will make every effort to demonstrate our commitment to the values of equality, diversity and inclusion and the Delta Equality Pledge and further will ensure that the aforementioned points are implemented at our establishment(s).

Name, Designation:

Company: