

**ANTI-DISCRIMINATION
AND
DIVERSITY POLICY**



Equality is valued at the Chimney Safety Institute of America. We believe that CSIA can be a powerful platform for social change and that one of our higher purposes is to drive Anti-Discrimination and Equality for all.

Creating a culture of Diversity and Equality is not just the right thing to do, it is also a smart and fair thing to ensure. Diverse organizations, such as CSIA, are more innovative and better positioned to succeed in trades and within the communities we serve.

We strive to create workplaces that reflect the national and global communities served and where everyone feels empowered to bring their full, authentic selves to work. We stand by the principles and practices of Diversity, Equity, and Inclusion.