

# **Fade Street Studios Diversity and Inclusion Policy**

## **1. Purpose**

At Fade Street Studios, we believe that diversity and inclusion are essential to creativity and innovation. Our commitment is to foster a workplace where all employees, clients, and collaborators feel valued, respected, and empowered, regardless of their background or identity. This policy outlines our approach to ensuring a diverse and inclusive environment.

## **2. Scope**

This policy applies to all employees, freelancers, interns, clients, and partners associated with Fade Street Studios. It encompasses all aspects of employment, including recruitment, hiring, training, promotion, and project collaboration.

## **3. Commitment to Diversity**

We recognize and celebrate the diversity of our team, including but not limited to differences in race, ethnicity, gender, age, sexual orientation, disability, religion, and socio-economic status. We are committed to:

- Actively recruiting talent from diverse backgrounds.
- Ensuring representation across all levels of the organization.
- Promoting a culture that encourages diverse perspectives and ideas.

## **4. Commitment to Inclusion**

Inclusion means creating a work environment where everyone feels they belong and can contribute to their fullest potential. Our commitment includes:

- Providing equal opportunities for career growth and development.
- Ensuring that all voices are heard and respected in decision-making processes.

## **5. Anti-Discrimination and Harassment**

Fade Street Studios has a zero-tolerance policy towards any form of discrimination or harassment. We are committed to:

- Providing training on unconscious bias, discrimination, and harassment.
- Establishing clear reporting mechanisms for any incidents of discrimination or harassment.
- Taking immediate and appropriate action to address and resolve any reported issues.

## **7. Education and Awareness**

We believe in continuous learning and improvement. To promote diversity and inclusion, we will:

- Provide regular training and workshops on diversity and inclusion topics.
- Encourage open dialogue and discussions about diversity-related issues.
- Keep the team informed about our diversity and inclusion goals and progress.

## **8. Accountability and Measurement**

We hold ourselves accountable for fostering an inclusive environment. To ensure progress, we will:

- Regularly review and update our diversity and inclusion practices.
- Solicit feedback from employees and clients to continuously improve our efforts.

## **9. Collaboration and Community Engagement**

We believe in the power of collaboration and community involvement to drive change. We are committed to:

- Partnering with diverse organizations and communities.
- Supporting initiatives that promote diversity and inclusion in the broader creative industry.
- Encouraging employees to participate in community engagement activities.

## **10. Review and Updates**

This policy will be reviewed annually and updated as necessary to reflect our ongoing commitment to diversity and inclusion. Feedback from employees and clients will be considered in the review process.

## **11. Implementation**

All team members at Fade Street Studios are responsible for upholding this policy. The leadership team is committed to leading by example and ensuring that diversity and inclusion are integral to our studio culture.

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### **Final Note:**

This policy is a living document that reflects our commitment to diversity and inclusion at Fade Street Studios. We encourage all employees to actively participate in creating an inclusive environment and to hold one another accountable to these standards. Together, we can make Fade Street Studios a place where everyone feels welcome, valued, and inspired.