



**VETERANS ONE-STOP CENTER OF WNY**  
WE EMPOWER VETERANS

**Diversity, Equity, and Inclusion Statement**

Veterans One-stop Center of WNY is committed to honoring the service and sacrifice of all of those who have served or are serving in the United States Armed Forces and their families. We are devoted to diversity, equity, and inclusion in our mission, programs, and outreach to improve the quality of life for all veteran families.

We expand all of our resources, programs, and support to all veterans and their families regardless of their age, race, religious beliefs, national origin, sexual orientation, gender identity or expression, sex, marital status, disability, branch, or era of service, time in service or discharge status. We work to ensure that veterans and their family members can access all of the local, state, and federal benefits and services for which they are eligible.

Veterans One-stop Center of WNY is equally as committed to fostering, cultivating, and preserving a culture of diversity, equity, and inclusion for our employees. Veterans One-stop Center of WNY diversity initiatives are applicable—but not limited—to our practices and policies on recruitment and selection; compensation and benefits; professional development and training; promotions; transfers; social and recreational programs; layoffs; terminations; and the ongoing development of a work environment built on the premise of gender and diversity equity that encourages and enforces:

- Respectful communication and cooperation between all employees.
- Teamwork and employee participation, permitting the representation of all groups and employee perspectives.
- Work/life balance through flexible work schedules to accommodate employees' varying needs.
- Employer and employee contributions to the communities we serve to promote a greater understanding and respect for diversity.

Any employee or representative found to have knowingly or willfully violated this policy may be subject to disciplinary action, up to and including termination or being asked to resign. This policy is applicable to both compensated employees and volunteers.