**Rotary Diversity Equity and Inclusion Framework**

We believe that exemplifying and embracing diversity, equity, and inclusion (DEI) should be a part of everything we do at Rotary.

At Rotary, we understand that cultivating a diverse, equitable, and inclusive culture is essential to realizing our vision of a world where people unite and take action to create lasting change.

We value diversity and celebrate the contributions of people of all backgrounds, across age, ethnicity, race, color, disability, learning style, religion, faith, socioeconomic status, culture, marital status, languages spoken, sex, sexual orientation, and gender identity as well as differences in ideas, thoughts, values, and beliefs.

Recognizing that individuals from certain groups have historically experienced barriers to membership, participation, and leadership, we commit to advancing equity in all aspects of Rotary, including in our community partnerships, so that each person has the necessary access to resources, opportunities, networks, and support to thrive.

We believe that all people hold visible and invisible qualities that inherently make them unique, and we strive to create an inclusive culture where each person knows they are valued and belong.

In line with our value of integrity, we are committed to being honest and transparent about where we are in our DEI journey as an organization, and to continuing to learn and do better.

Rotary International has the following DIVERSITY, EQUITY, AND INCLUSION CODE OF CONDUCT:

This code of conduct reflects our core values and explains the responsibility that comes with being a Rotarian and Rotaractor, which includes members from nearly every country in the world, speaking over 100 different languages. We are committed to upholding and evolving this code as our organization grows.

Like our core values, we expect Rotarians and Rotaractors to exemplify this code of conduct as they interact with one another, Rotary program participants, Alumni, project partners, and members of the community. Specifically, the code of conduct applies at all club, district, zone, and Rotary International meetings, trainings, events, and anywhere else a member represents Rotary and on MyRotary and social media.

Expectations
All club members and other participants including Rotary program participants, Alumni, project partners, and representatives of Rotary are expected to comply with this code of conduct, be considerate and contribute to a collaborative, positive, and healthy environment in which all are respected and valued.

USE RESPECTFUL LANGUAGE
• When you first meet someone, introduce yourself and explain how you would like to be
addressed, including your preferred pronouns (he/him/his, she/her/hers, they/them/theirs). Call
others by their preferred name, rather than using a nickname that is easier to pronounce.
• When addressing larger groups, utilize gender neutral words to avoid gender assumption.
• Use active listening to deepen your understanding of others.
• Be conscious of language use and adapt depending on region. Some wording is

acceptable in some cultures but unacceptable in others.
• Avoid slang or idioms that do not translate across cultures or be deliberate in explaining them to share our diverse cultures and languages.
• Speak plainly and avoid acronyms and jargon that not everyone may understand.
• If you are curious about someone’s cultural background, faith, sexual orientation, gender,
or another characteristic, ask if they are open to sharing more about themselves. Refrain from
asking if the topic is not relevant to your conversation.
• Foster an atmosphere of intergenerational dialogue and avoid describing anyone by their age.

BE SUPPORTIVE
• Be an ally and advocate for others and be ready to intervene when you see a need.
• If you see or hear something inappropriate, address the behavior in a way t0 offer support to
those affected.

• As a member of Rotary, uphold the Code of Conduct, build this culture within your club
experience, and address any issues as they arise.

FOSTER A WELCOMING AND INCLUSIVE ENVIRONMENT
• Ensure every member and participant can fully engage in any meeting, event, or activity that you organize in person or online by offering an accessible venue, simultaneous interpretation, closed captioning and/or transcripts, and other resources as needed.
• Review any club or program traditions and stop or change activities that may be offensive or
alienating to a specific group.
• Create a welcoming environment and include all in conversations, projects, and events.
• As much as possible, pay attention to nonverbal communication such as eye contact, facial
expressions, tone of voice, personal space, gestures, and posture, and how it impacts your ability
to engage with and relate to others.
• Know the important dates of various religions and schedule events and activities in a way that is inclusive and considerate of people who observe them.
• Be aware of people’s dietary and health restrictions.
• Open opportunities for everyone to hold leadership roles in your club and district or engage with your community partners.

CELEBRATE DIVERSITY
• Increase your club’s awareness, understanding, and acceptance of people with disabilities.
• Celebrate a variety of cultural events and religious observances, rather
than continually conducting service projects or hosting events associated with a single culture or
religion.
• Acknowledge and celebrate significant dates relevant to diversity.
• Avoid stereotyping and mocking any specific group.
• Acknowledge and celebrate different genders.

Code of Conduct Questions and Concerns
For questions or concerns regarding the code of conduct or behavior that goes against the code of
conduct, email DEI.Inquiries@rotary.org.

Adult Harassment Issues
Per the Rotary Code of Policies, Rotary currently maintains the following to report issues of harassment involving Rotarians or Rotaractors at meetings, events, or activities:

Rotary is committed to maintaining an environment that is free of any form of harassment, broadly defined as any conduct, verbal or physical, that denigrates, insults, or offends a person or group based on any characteristic1 (age, ethnicity, race, color, disability, religion, socioeconomic status, culture, sex, sexual orientations, or gender identity).

If you are notified of any allegation of harassment involving an adult, or you feel you have been harassed, follow these steps:

1. If anyone’s safety is in doubt, contact local law enforcement.
2. Report to District Governor
3. Report the incident to Rotary International’s Club and District Support team by contacting
cds@rotary.org.
4. Any allegation of harassment or abuse that involves young people must be reported to Rotary
International at youthprotection@rotary.org within 72 hours.

Remember that the Rotary core values are fellowship, integrity, diversity, service, and leadership.