

ARTICLE 12. Interchange Nondiscrimination and Affirmative Action Requirements:

Nondiscrimination Requirements:

Interchange is committed to fostering an environment of diversity, inclusion, and respect. We firmly believe that embracing a diverse community is fundamental to promoting creativity, innovation, and productivity. Accordingly, we prohibit discrimination against any individual on the basis of race, color, religion, gender, age, national origin, disability, sexual orientation, gender identity, veteran status, or any other status protected under applicable local, state, or federal laws.

All members of the Interchange community, including employees, volunteers, guests, and vendors, are expected to uphold this commitment to ensure a safe, welcoming, and inclusive environment for all.