

Diversity, Equality & Inclusion Toolkit

What is DEI? - Diversity, Equity & Inclusion (DEI) encompasses the symbiotic relationship, philosophy and culture of acknowledging, embracing, supporting, and accepting those of all racial, sexual, gender, religious and socioeconomic backgrounds, among other differentiators.

This Toolkit contains information, forms, factsheets and resources to assist you in maintaining **Diversity, Equality & Inclusion (DEI)** in the workplace with information on Age, Disability, Gender, Race/Ethnicity, and Religion.

GENERAL HARASSMENT & DISCRIMINATION INFORMATION

- [Title VII of the Civil Rights Act of 1964](#)
 - [Sample Policy](#)
 - [Sample EEO Statements for Job Advertisements](#)
 - [Create A Respectful Environment \(C.A.R.E.\) Training](#)
 - [EAF Legal Alerts \(Login to the members only site to view Legal Alerts\)](#)
 - [EAF Training Kits for Discrimination & Harassment and Sexual Harassment \(including CA specific\)](#)
 - [Equal Opportunity Clauses and Other Requirements of Executive Order 11246, VEVRAA and Section 503](#)
 - [EEOC Website](#)
 - [How to Create an Effective Diversity, Equity & Inclusion Program](#)
 - [Pros & Cons of an Employee Resource Group \(ERG\)](#)
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AGE

Regulations & Policy

- [The Age Discrimination in Employment Act](#)
- [Age Discrimination – EEOC](#)

Posters, Forms & Fact Sheets

- [Age Discrimination Fact Sheet](#)

Training

- [10 Quick Tips to Level-Up Your Generational Training](#)
- [Navigating Generational Differences](#)

Additional Guidance & Research

- [10 Things You Should Know About Age Discrimination – AARP](#)
- [Age Discrimination: What it Looks Like & What to Do When it Happens](#)
- [How to Manage the 5 Generations in the Workplace](#)
- [Workplace Fairness](#)

DISABILITY

Regulations & Policy

- [The Americans with Disabilities Act \(ADEA\)](#)

Posters, Forms & Fact Sheets

- [An Overview of The Americans with Disabilities Act](#)
- [EEOC Disability Discrimination Factsheet](#)
- [Employers and the ADA: Myths & Facts](#)
- [Your Rights Under The Americans with Disabilities Act](#)

Training

- [ADA Certification and Training Program](#)
- [Disability and DEI: Overlooking a Group That is Everywhere](#)
- [Don't Leave Disability Equity Behind When Building Your DEI Initiatives](#)

Additional Guidance & Research

- [Job Accommodation Network \(askjan.org\)](#)
 - [EEOC Disability Related Resources](#)
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GENDER

Regulations & Policy

- [DOL Policies on Gender Identity](#)
- [Sample Policy from the Transgender Law Center – transgenderlawcenter.org](#)
- [Recommended Policies & Practices](#)

Posters, Forms & Fact Sheets

- [Restroom Access – EEOC](#)
- [Restroom Access - OSHA](#)
- [Employee Rights – General Employment](#)

Training

- [Ace Solutions Group](#)
- [DEI Certification](#)
- [Diversity Inclusion Center](#)
- [EAF Diversity, Equity & Inclusion Training Kit \(Supervisors & Managers\)](#)
- [EAF Diversity, Equity & Inclusion Training Kit \(Employee\)](#)
- [The Gay Leadership Dude](#)
- [TRI Partners, Inc.](#)

Additional Guidance & Research

- [EEOC Protections Against Employment Discrimination Based on Sexual Orientation or Gender Identity](#)
- [Five Tips to Support Transgender Employees in the Workplace](#)
- [Gender Identity & Expression Terminology](#)
- [National Center for Transgender Equality](#)
- [Proper Pronouns](#)
- [Workplace Guidelines for Transgendered/Transsexual Employees](#)

RACE/ETHNICITY

Regulations & Policy

- [EEOC Policy & Guidance](#)
- [The CROWN Act](#)

Posters, Forms & Fact Sheets

- [EEOC Race/Color Discrimination](#)
- [Race/Color Discrimination Factsheet](#)

Training

- [EEOC Training Institute](#)

Additional Guidance & Research

- [Protections Against Discrimination and Other Prohibited Practices](#)
 - [Regulations, Directives, Guidance and Resource Documents](#)
 - [SHRM Interactive Map of States/Municipalities who have enacted the CROWN Act](#)
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RELIGION

Regulations & Policy

- [EEOC Religious Discrimination](#)
- [EEOC Compliance Manual on Religious Discrimination](#)

Posters, Forms & Fact Sheets

- [EEOC Fact Sheet – Religious Discrimination](#)
- [EEOC FAQs: Religious Discrimination in the Workplace](#)

Training

- [Best Practices for Eradicating Religious Discrimination in the Workplace](#)
- [Religious Discrimination Video Training](#) (Business Training Media)

Additional Guidance & Research

- [EEOC Facts About Religious Discrimination](#)
- [Religious Discrimination and Accommodation in the Federal Workplace](#)