



## **Kindness and Respect Statement**

NCIGF encourages inclusion, diversity of thought and freedom of expression. While disagreements are expected, NCIGF is committed to and is legally responsible for maintaining a workplace free from harassment, bullying, and discrimination.

When engaging in NCIGF activities, please be mindful to listen actively and speak thoughtfully, valuing each other's contributions. The common expectation is that all members of the community will work together to create and foster a positive, inclusive, and respectful atmosphere where everyone feels valued and empowered to contribute to achieving the strategic objectives of NCIGF and the state guaranty fund system.

Harassment, bullying, and discrimination take many forms, including unwelcome and unsubstantiated remarks, abusive language, intimidation, and ridicule of members, employees and volunteer leaders.

NCIGF business will always be conducted in accordance with the Shared Values found at [About Us – NCIGF](#).

NCIGF employees, board members, guaranty fund personnel, and guests should conduct themselves in accordance with this statement. Additionally, we should offer each other help, encouragement, and constructive feedback in a way that promotes kindness and respect. If disagreement occurs and cannot be resolved in a one-on-one conversation or you reasonably believe that harassment, bullying, discrimination, or another violation has taken place, please report the conduct to NCIGF executive management, the NCIGF Board Chair, or anonymously to the NCIGF Hotline to facilitate timely corrective actions. Individuals reporting a violation or suspected violation must do so in good faith.

This statement will be shared alongside the Antitrust statement at the beginning of all NCIGF meetings.

### **NCIGF Hotline**

**E-Sources- Trey Boone**

**2927 Devine Street, #230**

**Columbia, SC 29205**

[\*\*tboone@esourceshr.com\*\*](mailto:tboone@esourceshr.com)

**(855) 832-8306**

### **Other Resources:**

[\*\*NCIGF Diversity, Equity & Inclusion Statement\*\*](#)

[\*\*NCIGF Organizational Values\*\*](#)