

Freed Associates Resolution for United Against Hate

The following resolution outlines Freed Associates' commitment to support all individuals regardless of race, ethnicity, country of origin, religion, gender, sexual orientation, or disability. Freed strongly opposes the propagation of racist, xenophobic, anti-Semitic, sexist, homophobic, Islamophobic, and other views that are hateful and divisive.

Freed believes in:

- Operating its business with honesty and integrity and ensuring its services and work products are aligned with these values; and
- Improving access to high quality and affordable healthcare for all; and
- Working for the fair and equitable treatment of Freed employees and our clients' patients and members and its clients' employees; and
- Recruiting and hiring practices that are aligned with U.S. Equal Employment Opportunity Commission's regulations; and
- Not tolerating hate in any form, including discrimination; and
- Being allies with our employees and clients in speaking out against inequitable treatment; and
- Listening to and learning from mistreated groups and individuals.

To support its beliefs, Freed is committed to taking the following actions:

- Cultivating an environment for employees to communicate when explicit or implicit discrimination occurs; and
- Raising issues and/ or recommending strategies for cultural changes when Freed employees see explicit divisive behaviors occur at our clients; and
- Partnering with one or more non-profit organizations to support their missions to improve health equity and increasing participation among our employees in community volunteer activities by providing financial support to ensure employees have time for volunteering at the non-profit organization(s); and
- Providing opportunities for Freed employees to continue learning about unconscious bias including but not limited to inviting speakers to company events and developing a resource library; and
- Developing an annual plan for executing on this resolution with periodic checkpoints on progress.