PREPARING FOR THE INDUSTRY OF TOMORROW

Define Your Company Culture as a Culture of CARE
The following CE credits are offered for this session:

**1.0 AIC CPD Credit** | AGC of America has been approved to offer Continuing Professional Development (CPD) credits for qualifying programs by the [American Institute of Constructors](https://www.ainet.org) (AIC).

**1.0 SMPS CEU Credit** | AGC of America is approved by the [Society for Marketing Professional Services](https://smps.org) (SMPS) to offer SMPS CEUs.

AGC of America is registered with the National Association of State Boards of Accountancy (NASBA) as a sponsor of continuing professional education on the [National Registry of CPE Sponsors](https://www.nasba.org/ce). This session is designated for **1.2 CPE credits** in the field of Personnel/Human Resources.
How to earn CE hours for this session

Participants must:
1. Check in with attendance scanner at the door or in the back of the room.
2. Attend at least 95% of the session.
3. Complete the session and post-program evaluation.

Additional instructions will be emailed to attendees requesting CE credits.

You may contact Jo-Anne Torres, Manager of Professional Development and Continuing Education, at jo-anne.torres@agc.org or (703) 837-5360 for questions.
DEFINE YOUR COMPANY CULTURE AS A CULTURE OF CARE

WWW.BUILDCULTURE.ORG
TAKE THE PLEDGE

Our company believes that every individual has the right to a work environment that is free from harassment, hazing and bullying. We will take action to ensure every employee at our company has the opportunity to reach their full potential by building a culture that is diverse, safe, welcoming and inclusive.

By taking this pledge, my company is committing to the following principles:

C

COMMIT to hire and pay based on skill and experience regardless of ethnicity, gender, nationality, race or religion.

A

ATTRACT prospective employees by creating inclusive workplaces that are free from harassment, hazing and bullying.

R

RETAIN high-performing employees by identifying and removing barriers to advancement.

E

EMPOWER every employee to promote a culture of diversity and inclusion.

COMMIT FOR MY COMPANY
SHARE YOUR COMMITMENT
PERSONAL PLEDGE

I believe that every individual has the right to work in an environment that is free from harassment, hazing and bullying. I will do my part to build a culture that is diverse, safe, welcoming and inclusive by taking action to ensure that unwelcome, offensive, discriminatory or harassing language and/or behavior is not tolerated in my workplace.

COMMIT FOR MYSELF
SHARE YOUR COMMITMENT
REVIEW & UPDATE
COMPANY POLICIES

• Outlines the Culture of CARE Commitment
• Sets expectations for employee behavior around Culture of CARE
• Addresses Harassment, Hazing & Bullying
• Adopt in full or take pieces to add to your existing company policy
REVIEW & UPDATE COMPANY POLICIES

• Job Posting
• Recruiting & Hiring
• Onboarding
• Performance Evaluation
• Promotion & Retention
• Stay/Exit Interviews
TRAIN YOUR EMPLOYEES
Talking about inclusion and diversity is one thing, but it has to be supported by your actions. And it has to be supported by every decision you make every day. If you tolerate something that isn’t consistent with your culture, you erode who you are as a company.

- Shannon Gustine, Director of Operations, Hensel Phelps
YOU’LL BE IN GOOD COMPANY