



EQUAL EMPLOYMENT OPPORTUNITY STATEMENT

Art in Tanzania (NGO) is committed to equal opportunity and does not and shall not discriminate on the basis of race, color, religion or creed, gender, gender identity or expression, age, national origin or ancestry, disability, marital status, sexual orientation, military or veteran status, pregnancy or related medical conditions, genetic information, or any other characteristic protected by applicable law, in any of its activities or operations. These activities include, but are not limited to, the appointment to and termination from its Board of Directors; the hiring, promotion, and termination of staff or contractors; the selection of volunteers and vendors; and the provision of services.

Art in Tanzania is an equal opportunity employer. We are committed to a work environment that supports, respects, and values all individuals. Personnel processes are merit-based and applied without discrimination. We will not discriminate in employment, recruitment, Board membership, employment advertising, compensation, termination, promotion, or other conditions of employment against any employee or job applicant on the basis of race, color, religion or creed, gender, gender identity or expression, age, national origin or ancestry, disability, marital status, sexual orientation, military or veteran status, pregnancy or related medical conditions, genetic information, or any other characteristic protected by applicable law.

We are committed to providing a workplace and operating environment free from discrimination, harassment, and retaliation. All staff, Board members, contractors, and volunteers are expected to uphold these principles. Any concerns or reports of discrimination should be directed to the Program Director. Violations of this policy will be taken seriously and may result in disciplinary action, up to and including termination of employment or engagement.

Dar es Salaam, May 2026

Yours sincerely,

Kari Korhonen

Program Director, Art in Tanzania

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