

Commitment to Diversity and Inclusion

Old Growth Financial LLC (OGF) is committed to promoting diversity and encouraging inclusion within our office, our work, and our clients. We are stronger when diverse together. This means that all individuals including and not limited to the following protected classes are valued members of our community: race, gender, sexual orientation, gender identification, nationality, religion, disability, age, parental status, and socio-economic status.

OGF ensures that all individuals, including any employees and our clients, have equal access to the opportunities within our workplace and equal treatment within our services. By supporting and growing an atmosphere of inclusion within our firm and with our clients, we affirm our commitment to valuing the strengths that diversity brings. These strengths manifest in different viewpoints, ideas, and contributions that allow us to grow a firm that serves all clients in an empathetic and respectful manner and abides by our fiduciary duty.

OGF is committed to a culture where all people have an opportunity for advancement and feel comfortable being themselves. We passionately believe that a diverse and inclusive workforce can serve our unique client base. In hiring practices, we will commit to nondiscrimination, as required both by our morals and values, and by applicable federal and state law.

In respecting and valuing our commitment to diversity and inclusion among both our employees and our clients, all individuals are expected to ensure that our community is free from all forms of discrimination and harassment. This means that our management is responsible for applying our policies in a fair and equitable manner, for recognizing unacceptable, discriminatory, or harassing behavior, and for taking immediate action to ensure the safety of the individuals involved.

Our employees are responsible for implementing our commitment in their day-to-day work and interactions with colleagues and clients, and for notifying management of discriminatory or harassing behavior. OGF also asks that our clients immediately report any discriminatory or harassing behavior they experience or witness to management, who will promptly investigate the behavior and will work with the client to address the situation.