

# INCLUSIVITY STATEMENT

## **The Knot Worldwide: Our commitment to inclusivity**

The Knot Worldwide welcomes all people and stands by our core value of inclusivity.

By partnering with The Knot Worldwide, our partners are agreeing to serve all people to the best of their ability. As a private business that is open to all, we strive to promote services that are also open to everyone. We believe that The Knot Worldwide community can foster empathy and understanding across all cultures. We are proud to facilitate a community representing a diverse range of backgrounds, experiences, beliefs, and customs.

We believe celebrations can serve as a force for good, by bringing people together and building connections across cultures and geographies. In order to do this, we must advocate for inclusivity, ultimately strengthening the future of celebrations.

### **Varying Legalities:**

The Knot Worldwide recognizes that laws vary around the world and may require distinctions based on factors such as religion, sex, gender identity, marital status or sexual orientation. We do not require partners to violate local laws or take actions that may subject them to legal liability.

We are dedicated to powering all celebrations and serving as a trusted advisor by providing our users with resources and recommendations to preserve and defend their personal safety and fundamental human rights.

We encourage all users to explore the [Equality Index](#) before booking a service with a vendor.

### **Religious Services:**

We deeply respect everyone's right to practice their religion. We understand that certain religious services provided by officiants or religious venues such as churches, synagogues, mosques and similar houses of worship may be limited to individuals who practice the same religion as that religious service. However, we believe that all couples should be served equally and do not condone discrimination based on factors such as race, ethnicity, gender identity, sexual orientation or other protected characteristics. Vendors are expected to clearly disclose when their services are religious and are required to serve all couples equally.

As a resource, we encourage users to reference the [Human Rights Campaign Faith Equality Guide](#).

### **Accessibility / Disability / Reasonable Accommodations:**

The Knot Worldwide recognizes not all people will have equal access and ability to participate in all vendor and service offerings. We encourage our partners to:

- Provide factually accurate information about location or service to allow guests to assess for themselves whether it is appropriate given their individual needs.
- Actively engage with others who have disclosed disabilities and/or have questions regarding the accessibility of an experience, and to consider reasonable accommodation requests.
- Seek opportunities to provide reasonable accommodations if a request would not substantively change the nature of the activity.

For more information, please reference the nondiscrimination policies contained in our [Terms of Use](#).