

Great Rivers Behavioral Health Administrative Services Organization

Policy Title:	Diversity	Policy No. 9004.00
Category:	Employment Policy Manual	Date Adopted: 12/11/2020 Date Reviewed:
Reference:		

POLICY:

- 1.1. Great Rivers Behavioral Health Administrative Services Organization (Great Rivers BH-ASO) is committed to increasing the ethnic, cultural, and social diversity of its workforce and ensuring that diversity is a key priority of the organization. This policy applies to all employees and individuals engaged in work/activities on behalf of Great Rivers BH-ASO including regular and project employees, temporaries, contractors, volunteers, and members of the public.
- 1.2. Great Rivers BH-ASO is committed to fostering a culture of diversity and inclusion. Staff are Great Rivers BH-ASO's most valuable asset. The collective sum of the individual differences, work and life experiences, knowledge, self-expression, and unique capabilities that employees bring to Great Rivers BH-ASO represents a significant part of the organization's assets, culture, image. Therefore, Great Rivers BH-ASO embraces its employees' differences while uniting them under the organizational mission and goals.
- 1.3. Great Rivers BH-ASO's intent to foster a diverse workplace also applies to recruitment and selection practices and processes; compensation and benefits; professional development and training; social and recreational programs; promotions; transfers; layoffs; terminations; and the ongoing development of a work environment built on the premise of gender and diversity equity that encourages and enforces:
 - 1.3.1. Respectful communication and cooperation between all employees;
 - 1.3.2. Teamwork and employee participation, encouraging the expression and consideration of all employee perspectives; and
 - 1.3.3. Work and life balance through flexible work schedules and leave management to accommodate employees' varying needs.
- 1.4. Every Great Rivers BH-ASO employee has an active role and responsibility to:
 - 1.4.1. Exhibit conduct that reflects an inclusive culture that provides employees opportunities to excel;
 - 1.4.2. Embrace the diversity of the organization; and
 - 1.4.3. Provide services to the public in a culturally competent manner.
- 1.5. Any employee found to have exhibited any conduct out of alignment with Great Rivers BH-ASO mission, vision, and values or behavior against others and in violation of this policy may be subject to disciplinary action.
- 1.6. Employees who believe they have been subjected to any kind of discrimination or behavior that conflicts with Great Rivers BH-ASO's diversity policy and initiatives should refer to the Great Rivers BH-ASO Conflict Resolution policy and/or seek assistance from their manager or HR representative.

POLICY SIGNATURE

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Edna J. Fund

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Edna J. Fund, Chair
Great Rivers BH-ASO Governing Board

12/14/2020

Date