

Vision Statement:

Klingberg Family Centers will promote and ensure equality, diversity, and inclusion in all aspects of our work. We are committed to eliminating all discrimination and value our diverse workforce, client population, and community.

Policy:

Klingberg Family Centers' policy is to treat all employees, contractors, volunteers, partners, clients and their families fairly without discrimination based on:

- age,
- disability (differently-abled),
- family status,
- sex, sexual orientation, and gender identity,
- race, color, ancestry, ethnic or national origin,
- religious or other belief,
- responsibility for the care of family members,
- veteran status, or
- socio-economic status.

This policy applies to recruitment and hiring, all terms and conditions of employment (including pay, promotion, performance evaluation, and disciplinary policies), and every other aspect of employment.

The *National Standards for Culturally and Linguistically Appropriate Services in Health and Health Care (CLAS) Standards* (see Appendix ____) will guide the organization's policies and interpretation to ensure clients and their families have access to services that are responsive to their needs.

Everyone in the organization has responsibility for promotion of this vision and adherence to this policy.

- The President/CEO with the Human Resources Director for enforcing the *Equality, Diversity, and Inclusion Policy* across the organization and for ensuring that an annual evaluation of the policy's effectiveness is reported to the Board of Trustees.
- The Board of Trustees, managers, and employees for compliance with this policy and for promotion of the spirit of equality, diversity, and inclusion to the fullest extent possible.
- Employees for adhering to this policy and for reporting any violations of it to the Human Resources Director.
- The Human Resources Director for
 - promptly investigating any reported violations,
 - ensuring that corrective actions are taken
 - informing the person who reported the alleged violation of the outcome, and
 - reporting annually to the President/CEO a summary of actions related to this policy.
- Management Council for ensuring the organization's ongoing commitment to equality, diversity, and inclusion.

Klingberg Family Centers will continually work to meet the needs of its increasingly diverse workforce and client populations to promote success and positive outcomes.



Klingberg Family Centers' mission is to build healing relationships that empower children and families to reach their full potential.



La misión de Klingberg Family Centers es para construir lazos que sanen y faculten a los niños y las familias a alcanzar su máximo potencial.



La mission des Centres Familiaux Klingberg est d'établir des relations de guérison qui permettront aux enfants et aux familles d'atteindre leur plein potentiel.



Misją Klingberg Family Centers jest budowanie zdrowych relacji między dziećmi i rodzicami aby rodzina mogła osiągnąć maksymalny potencjał.



A missão do Klingberg Family Centers é construir relacionamentos que curem e ajudem as crianças e as famílias a alcançar seu potencial máximo.



クリンバーグ ファミリーセンターの使命は、子供達と家族がより良い関係を築けるように全面的にサポートすることです。