



APPROVED: VIS

DIVERSITY

- I. **Scope:** Applies to all applicants, volunteers, vendors, consultants and employees of Community Based Services, Inc. (CBS).
- II. **Purpose:** The Agency is committed to encouraging diversity and prohibiting discrimination in both its role as an employer and as a provider of services.
- III. **Definition:** We seek to foster an organizational culture that respects and values each other's differences, promotes dignity, equality and diversity, and encourages all individuals to develop and maximize their true potential. The Agency is committed to the greatest extent practicable to achieving and maintaining a workforce that broadly reflects the community in which we operate and the individuals that we serve.

IV. **Policy Statement**

It is the policy of the Agency to provide Equal Employment Opportunity to all its Officers, Directors, employees, candidates, volunteers and consumers of services and to carry out Affirmative Action responsibilities in accordance with local, state and federal laws. In all matters pertaining to employment and operation, the Agency shall assure that its employees and the individuals that it serves are protected from discrimination on the basis of race, ethnicity, natural origin, religion, age, disability, predisposing genetic characteristic, pregnancy, sex (including gender expression) sexual orientation, marital status, military/veteran status, political/union affiliation, prior arrests/convictions (unless otherwise precluded by applicable statute and/or regulation) or any other classification protected by local, state and/or federal law. This policy specifically applies to all terms and conditions of employment, including but not limited to, hiring placement, compensation, promotion, transfer, training, leave of absence, and termination.