



Village House Supervised Visitation and Exchanges Facility

Policy Statement on Diversity, Inclusion & Respect

The policy of Village House is to ensure that diversity, inclusiveness and respect are integral parts of our day-to-day management and work. One of our core missions at Village House is to ensure equal access to opportunities for our staff, clients, referrals and supporters and other entities not specifically mentioned by name.

In carrying out this mission, we must set a strong example in our own workforce by continuing to acknowledge, appreciate and respect the differences we recognize in one another. In order for Village House to be a high-performing organization, we must constantly strive to foster an inclusive work culture and maintain an environment that embraces the diversity of our workforce. It is our differences and varying individual perspectives that make our community, and our workplace, the best it can be. Ensuring diversity helps create a positive work environment where all employees have the opportunity to reach their full potential and maximize their contributions to Village House's mission.

In addition, we recognize that continued success in meeting the needs of our clients and stakeholders, both internal and external, requires the full and active participation of committed individuals. In essence, diversity includes all the characteristics, experiences and cultural influences that make each of us unique. Diversity and inclusion are the cornerstones of high organizational performance. All individuals are welcome at Village House, regardless of race, color, age, national origin, sex, transgender status, gender identity, sexual orientation, pregnancy, religion, disability, genetic information, marital status, political affiliation, or status as a parent, and including those who have engaged in prior Equal Employment Opportunity activities, will be treated with respect and dignity.

By fostering an atmosphere of inclusion and respect, we can continue to value and appreciate the strengths afforded by differences in the styles, ideas and organizational contributions of each person. Diversity not only complements our other organizational values of teamwork, leadership, empowerment and service quality, but also encompasses the way we work, the work environment and respect for all people and their ideas. We all share the responsibility to ensure diversity and inclusion throughout Village House.