

# JHV Equal Employment Opportunity Statement



**Our Policy:** Joining Hands Visitation's policy is to provide equal employment opportunities to all applicants without regard to race, color, religion, creed, gender, gender identity or expression, age, national origin or citizenship, disability, sexual orientation, marital status, pregnancy, veteran status, membership in the uniformed services, genetic information, or any other basis protected by applicable law ("protected characteristics").

To the extent required by applicable law, Joining Hands Visitation also provides equal employment opportunities to individuals regardless of any perception that an individual has a protected characteristic or associates with a person who has or is perceived as having a protected characteristic. Accordingly, Joining Hands Visitation prohibits discrimination against any individual on the basis of any actual or perceived protected characteristic.

Consistent with this policy, Joining Hands Visitation is committed to making employment decisions based on merit, qualifications, and other-job related criteria without regard to an individual's protected characteristic(s). This policy of equal opportunity covers all aspects of the employment relationship, including the application and hiring process, corrective action, promotion and transfer, selection for training opportunities, compensation, termination and the application of service, retirement and staff benefit plan policies.

Subject to applicable law, Joining Hands Visitation also offers reasonable accommodations to qualified individuals with known disabilities to enable them to perform the essential functions of their positions. What constitutes a reasonable accommodation may depend on many factors including, but not limited to, the nature of the individual's disability and the essential functions of the position. Joining Hands Visitation is not obligated to provide an accommodation that would impose an undue hardship on the agency.

## JHV Non-Discrimination Policy as Pertains to Our Clients

### Client Relations

**Overall Philosophy:** This agency recognizes that each person is unique in terms of their needs and outlook and it is therefore essential that each person be recognized as an individual, regardless of their heritage, race, ethnic background, status, gender, disability or special needs.

WAC 388-148-1520: What are the requirements about nondiscrimination?

You must follow all state and federal laws regarding nondiscrimination while providing services to children in your care. You must treat foster children in your care with dignity and respect regardless of race, ethnicity, culture, sexual orientation and gender identity.

#### 1) Client Rights (WAC#388-148-1520)

- a) To implement the client philosophy stated above and be in compliance with state regulations, all staff is expected to ensure that each and every client: Is treated in a manner that promotes dignity and self-respect
- b) Is treated without regard to race, color, creed, national origin, religion, sex, sexual preference, age, marital status, disability or Vietnam Era veteran status
- c) Is treated without regard to the presence of any physical, mental or sensory handicap
- d) Has all clinical and personal information treated confidentially in communications with individuals not directly associated with the approved treatment facility