

Equal Employment Opportunity and Diversity in the Workplace Statements

Equal Employment Opportunity

To provide equal employment and advancement opportunities to all individuals, employment decisions at Dickinson are based on merit, qualifications, and abilities. Dickinson does not discriminate in employment opportunities or practices on the basis of race, color, religion, creed, sex, sexual orientation, national origin, age, disability, genetic predisposition, marital status, military or veteran status, non-English speaking or nonverbal individuals, or any other characteristic or protected class protected by law.

Dickinson will make reasonable accommodations for qualified individuals with known disabilities who are able to meet the essential functions of the position, unless doing so would result in an undue hardship. This policy governs all aspects of employment, including selection, job assignment, compensation, discipline, termination, and access to benefits and training.

Employees or applicants with questions or concerns about any type of discrimination in the workplace are encouraged to bring these issues quickly to the attention of their immediate supervisor, Human Resources, or the CEO. Employees may also consult the Non-Discrimination Policy posted at each worksite. Employees can raise genuine concerns and make legitimate reports without fear of reprisal. Such reports will be investigated. The employee and/or applicant will be made aware of the findings or of any remaining steps that may be taken. Anyone found to be engaging in any type of unlawful discrimination will be subject to disciplinary action, up to and including termination of employment.

Diversity in the Workplace

Dickinson Mental Health Center will foster a workplace environment that will respect, appreciate and value employee differences and similarities, making it an organizational strength in meeting our mission statement. Diversity offers a variety of views, approaches, experience and actions for use in strategic planning, problem solving and decision-making.

It is our goal to provide and support a work culture that encourages diversity, facilitates understanding of perceptions, and builds a cohesive work environment. We are fully committed to providing opportunities for professional employee growth within the Center through ongoing recruitment strategies, educational opportunities, skill identification and enhancement, opportunities for promotional advancement, skill utilization regarding program and service development and ongoing evaluation of services and policies.

By providing and supporting a work culture that fosters and builds upon diversity and its strengths, Dickinson Mental Health Center and its subsidiary, Helpwise, Inc., will be able to better serve our local communities and continue to provide quality behavioral health services.