



Diversity, Equity, and Inclusion Policy

Child and Family Services is committed to fostering, cultivating, and preserving a culture of diversity, equity, and inclusion.

We value our employees and the collective sum of their individual differences in age, color, height, weight, disability, or genetic information unrelated to the employee's ability to perform the duties of a particular job or position, race, ethnicity, language, family or marital status, gender identity or expression, language, national origin, physical and mental ability and development, partisan considerations, religion, sexual orientation, socio-economic status, veteran status and other characteristics that make our employees unique.

We are committed to creating and maintaining a safe and welcoming workplace in which all employees have an opportunity to participate and contribute to the success of the business and are valued for their skills, experience, and unique perspectives. This commitment is embodied in the company vision, values, policies, and the way we partner to help our clients, their families, and the community build better lives.

Child and Family Services diversity initiatives are applicable—but not limited—to our practices and policies on recruitment and selection; compensation and benefits; professional development and training; promotions; transfers; social and recreational programs; layoffs and terminations.

As a workplace, we also value and strive to maintain a journey of development in our work culture that is built on the premise of gender and diversity equity, encouraging and enforcing:

- Respectful communication and cooperation between all employees.
- Teamwork and employee participation, permitting the representation of all groups and employee perspectives.
- Work/life balance through flexible work schedules to accommodate employees' varying needs.
- Employer and employee contributions to the communities we serve to promote a greater understanding and respect for diversity.

Employees who believe they have been subjected to any kind of discrimination that conflicts with the company's diversity policy and initiatives should seek assistance from their immediate supervisor. If the supervisor is unavailable, assistance may be sought from the President/CEO. Any employee found to have exhibited any inappropriate conduct or behavior against others may be subject to disciplinary action.