|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| CULTURAL COMPETENCY AND DIVERSITY | | | | NO. | |
| Consistent with our Mission Statement, Winning Wheels is actively committed to fostering diversity, inclusion, and cultural competency. Winning Wheels will provide and encourage the following to assure sensitivity, demonstrate accommodations and cultural competency in working with individuals from diverse cultural groups:   * Recognize that cultural issues are not limited to ethnicity considerations, but may also include spiritual beliefs, language, rituals, proximity preferences, sexuality, disability, rural or other issues; * Value differences including cultural differences and recognize similarities among persons served, employees, volunteers, stakeholders, customers and vendors; * Support an environment free of discrimination, including harassment - sexual, religious, spiritual or cultural; * Encourage recruitment of persons or family members served within our organization for employment, Board of Directors leadership, and service. * Cultural preferences are assessed and included in the development of the annual assessment in preparation for treatment and program planning. * Persons served will be treated fairly and with respect regardless of race, culture, spiritual beliefs, gender, age, sexual orientation or ability to pay. * Winning Wheels will communicate with people in the most efficient way possible to accommodate the person’s cultural needs. * Information is collected on the cultural needs of persons served, employees, other stakeholders and the communities they live in and adequately addresses identified cultural needs. * It is essential that Winning Wheels employees and volunteers generate and maintain work environments in which persons served, employees, volunteers, stakeholders and vendors are respected, valued and welcomed. * Wining Wheels employees and volunteers will foster environments that value cultural diversity and support the elimination of discrimination in the workplace. * Develop a diverse workforce which reflects the community – understanding employees from diverse backgrounds can bring a different perspective to ideas and solutions. * Conduct annual cultural diversity/competency training, including limited English proficiency and use of the TDD/TTY teletypewriter equipment. * Encourage a climate of cooperation in the work environments that promotes a positive attitude toward rehabilitation, recovery and the provision of services. * Collaborate with and support stakeholders and other agencies that are addressing diversity.   Discrimination is a violation of state/federal civil rights laws, including Title VII of the Civil Rights Act, the Americans with Disabilities Act and the Age Discrimination in Employment Act. | | | | | |
| Approved: | Effective Date:  3/2015 | Revision Date:  3/17 | Change No.: | | Page:  1 of 2 |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| CULTURAL COMPETENCY AND DIVERSITY | | | | NO. | |
| Winning Wheels is committed to providing:   * A workplace free from discrimination based on an individual’s protected-class status of race, color, creed, spiritual beliefs, religion, national origin, gender, age, disability, marital status, rural status, sexual orientation or public assistance status; * A workplace free from harassment, including sexual, racial and cultural harassment; * Affirmative action and equal employment opportunities in employment through recruitment, retention and advancement of culturally diverse and qualified people and utilization of job-related criteria in making employment decisions.   As an organization we strive to raise the consciousness of culture and diversity by recognizing the need for ongoing training, dialogue, feedback and input from persons served, employees and stakeholders. It is important that employees are involved in making Winning Wheels a culturally aware and sensitive environment with whom we come into contact.  Persons served, employees, volunteers, stakeholders and vendors of Winning Wheels are expected to treat each other with dignity and respect. If an individual believes they are a target of behavior that violates this plan or is witness to such conduct, they have the right to follow the complaint procedures as outlined per Winning Wheels policy. | | | | | |
| Approved: | Effective Date:  3/2015 | Revision Date:  3/17 | Change No.: | | Page:  2 of 2 |