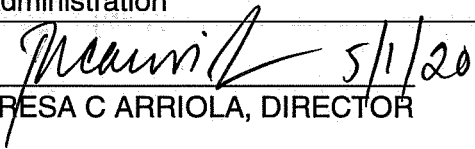


| Guam Behavioral Health and Wellness Center | | |
|---|---|-------------------------------|
| TITLE: Anti Discrimination; Inclusion and Equity | POLICY NO.: AD-ORG-10 | Page 1 of 2 |
| RESPONSIBILITY: Administration | | |
| APPROVED BY:  5/1/20 THERESA C ARRIOLA, DIRECTOR | DATE OF ORIGINAL APPROVAL: 1/31/2017 | LAST REVIEWED/REVISED: |

PURPOSE:

This Policy is intended to act as a positive force for cultural sensitivity and diversity, equity and the elimination of discrimination. This applies to all Guam Behavioral Health and Wellness Center's consumers, employees, volunteers and students.

POLICY:

- A. Guam Behavioral Health and Wellness Center (GBHWC) re-affirm its commitment to build an organizational culture which is equitable and inclusive. This means that in all aspects of its operations and at all levels of the organization, GBHWC works to ensure that there is no discrimination on the basis of, but not limited to, ethnicity, language, race, age, ability, sex, sexual or gender identity, sexual orientation, family status, income, immigrant or refugee status, nationality, place of birth, political or religious affiliation.
- B. GBHWC encourages individuals to participate fully and to have complete access to its services, employment, and volunteer opportunities. It shall make every effort to see that its structure, policies and systems reflect all aspects of the total community and to promote equal access to all.
- C. GBHWC shall strive to ensure the following;
 1. Discriminatory or oppressive behaviors are not tolerated
 2. Individuals who engage with GBHWC for services are valued participants who have opportunities to shape and evaluate our programs.
 3. Community programs and services are developed and delivered to provide a culturally respectful quality behavioral health services that support and strengthen the wellbeing of the persons served.
 4. Programs are delivered in such a way that systemic barrier to full participation and access is eliminated and so that positive relations and attitudinal change towards minority group or other ethnicity are promoted.
 5. Services are provided with sensitivity to culture, nationality, political and religious affiliation, sexual and gender orientation, service relationships, and are delivered in keeping with anti-oppression principles.

PROCEDURE:

- A. GBHWC has and will continue to work to embed the principles detailed in this policy within all relevant policies and procedures to ensure that equity and inclusion guides the organization in all its endeavors.
- B. Individuals who believes that they have experienced harassment or discrimination in the organization are encourage to use the following policies and procedure to have their concerns or complaints addressed:
 1. Consumers and community members may refer to the *AD-PA-02 Consumers Complaint Process Policy*

2. Employees, volunteers and students may refer to the *Harassment/Discrimination Policy under the Guam Dept. of Administration Personnel Rules and Regulation Chapter 11 Adverse Action Procedure and Chapter 12 Grievance Procedures.*

REFERENCES:

Chapter 4 GCA; Personnel Policy and Civil Service Commission.
Department of Administration. (1995). *Personnel Rules and Regulations.* Agana, Guam.

SUPERSEDES:

- A. Title; Policy No.; Effective date/signature date; Approving individual's name



GUAM BEHAVIORAL HEALTH & WELLNESS CENTER

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REVIEW AND ENDORSEMENT CERTIFICATION

The signatories on this document acknowledge that they have reviewed and approved the following:

Policy Title: Anti-Discrimination; Inclusion and Equity

Policy No: AD-ORG-10

Initiated by: Environments of Care Committee

| Date | Signature |
|---------|-----------|
| 2/26/20 | |

Cydsel Victoria Toledo-
Quality Improvement Coordinator/Regulatory Compliance Officer

| Date | Signature |
|-----------|-----------|
| Date | Signature |
| 3-24-2020 | |

Leonora Urbano MSN, RN-BC
Nursing Administrator

| Date | Signature |
|--------|-----------|
| 2-2020 | |

Ms. Annie Unpingco LCSW,LPC
Child Adolescent Services Division Administrator

| Date | Signature |
|----------|-----------|
| 3/8/2020 | |

Reina Sanchez, M.A
Clinical Administrator

| Date | Signature |
|-----------|-----------|
| 3/16/2020 | |

Dr. Ariel Ismael
Medical Director

| Date | Signature |
|-----------|-----------|
| 4/30/2020 | |

Carissa Pangelinan
Deputy Director

