



mindscales
BEHAVIORAL
HEALTH

Non-Discrimination Policy

Mindscales Behavioral Health is committed to providing an inclusive, respectful, and equitable environment for all clients, families, employees, and applicants. The organization does not discriminate in the provision of services, employment practices, or any aspect of its operations on the basis of race, color, national origin, ethnicity, age, disability, religion or religious affiliation, sex (including pregnancy), sexual orientation, gender identity or expression, or any other characteristic protected by applicable federal, state, or local laws.

This policy applies to all aspects of service delivery and employment, including but not limited to hiring, training, supervision, promotion, compensation, termination, and access to services. Mindscales Behavioral Health is committed to ensuring equal access to services and providing reasonable accommodations for individuals with disabilities or other needs in accordance with applicable laws.

All clients, families, employees, and applicants are expected to uphold this standard by contributing to an environment free from discrimination, harassment, and retaliation. Any form of discrimination, harassment, or retaliation is strictly prohibited.

Individuals who believe they have experienced or witnessed discrimination or harassment are encouraged to report their concerns promptly to leadership. Reports will be taken seriously, reviewed promptly, and addressed in a fair and confidential manner to the extent possible. Retaliation against any individual who reports a concern in good faith is strictly prohibited.

This policy is made readily available to current and prospective clients and employees through organizational materials, including the website, client handbook, and employee handbook.