

## **NON-DISCRIMINATION POLICY**

It is the policy and commitment of CenterPointe, Inc. that it does not discriminate against staff persons, agency clients, or guests on the basis of race, age, color, sex, national origin, physical or mental disability, sexual orientation, or religion.

CenterPointe, Inc. is committed to a policy of equal employment opportunity/health service and does not discriminate in the terms, conditions, or privileges of employment on account of race, age, color, sex, national origin, physical or mental disability, or religion or otherwise as may be prohibited by federal and state law.

Any employee or client who believes that s/he or any other affiliate of CenterPointe, Inc. has been discriminated against is strongly encouraged to report this concern promptly to the Director of Operations.

Harassment or intimidation of a client, staff person or guest because of that person's race, age, color, sex, national origin, physical or mental disability, sexual orientation, or religion is specifically prohibited and may be grounds for termination. Harassment and intimidation includes abusive, foul or threatening language or behavior.

CenterPointe, Inc. is committed to maintaining an environment that is free of any such harassment and will not tolerate discrimination against staff members, agency clients or guests. Issues of discriminatory treatment, harassment, or intimidation on any of these bases should immediately be reported to the Director of Operations and if substantiated, prompt action will be taken.