

CULTURAL COMPETENCY AND DIVERSITY PLAN

2020-2021

SACRED HEART IS COMMITTED TO PROVIDING A POSITIVE AND RESPECTFUL WORK ENVIRONMENT FOR PEOPLE OF ALL CULTURES, AGES, SPIRITUAL BELIEFS, GENDERS, INCLUDING GENDER EXPRESSION, SEXUAL ORIENTATION, LANGUAGES AND SOCIOECONOMIC STATUS.

Here are some ways Sacred Heart currently addresses cultural competency and diversity:

- Sacred Heart is committed to Affirmative Action and is an Equal Opportunity Employer and these statement are discussed in the personnel manual and in job postings.
- Sacred Heart operates in accordance with the Immigration Reform and Control Act of 1986.
- Sacred Heart's policies demonstrate a non-discrimination organizational philosophy.
- Sacred Heart provides programs and services ensuring client and staff dignity.
- Sacred Heart provides written materials in other languages and utilizes interpreters as requested.

Sacred Heart Rehabilitation Center has developed a Cultural Competency & Diversity Plan for 2020-2021 that encompasses the organization. The plan outlines Cultural Competency in the following areas:

- Non-discrimination,
- Diversity, and
- Accessibility to Services,
- Training,
- Culturally Competent Services,
- Community Services, and
- Evaluation.

Every staff member is responsible for creating an environment that is conducive to honoring cultural diversity and providing services that are effective across cultural groups.