



Diversity, Equity & Inclusion Policy

March 2021

Lifeline Youth & Family Services, Inc. is committed to fostering, cultivating and preserving a culture of diversity, equity and inclusion.

Our people are the most valuable asset we have. The collective value of the individual differences, life experiences, knowledge, inventiveness, innovation, self-expression, unique capabilities and talent that our employees invest in their work represents a significant part of not only our culture, but our reputation and company's achievement as well.

We embrace and encourage our employees' differences in age, color, disability, ethnicity, family or marital status, gender identity or expression, language, national origin, physical and mental ability, political affiliation, race, religion, sexual orientation, socio-economic status, veteran status, and other characteristics that make our employees unique.

Lifeline Youth & Family Services, Inc.'s diversity initiatives are applicable—but not limited—to our practices and policies on recruitment and selection; compensation and benefits; professional development and training; promotions; transfers; client services; social and recreational programs; layoffs; terminations; and the ongoing development of a work environment built on the premise of gender and diversity equity that encourages and enforces:

- > Respectful communication and cooperation between all team members.
- > Teamwork and employee participation, permitting the representation of all groups and employee perspectives.
- > Work/life balance through flexible work schedules to accommodate employees' varying needs.
- > Employer and employee contributions to the clients and communities we serve to promote a greater understanding and respect for the diversity.

All employees have a responsibility to treat others with dignity and respect at all times. All employees are expected to exhibit conduct that reflects inclusion during work, at work functions on or off the work site, and at all other company-sponsored and participative events. All employees are also required to complete annual diversity awareness training to enhance their knowledge to fulfill this responsibility.

Any employee found to have exhibited any inappropriate conduct or behavior against others may be subject to disciplinary action.

Employees who believe they have been subjected to any kind of discrimination should seek assistance from HR.