



**NON-DISCRIMINATION,
HARASSMENT,
INTIMIDATION,
DIVERSITY, EQUITY
AND INCLUSION POLICY**



NON-DISCRIMINATION, HARASSMENT, INTIMIDATION, DIVERSITY, EQUITY AND INCLUSION POLICY

Katy Cares, Inc. (means Katy Cares or the Organization) is committed to providing an inclusive, diverse and welcoming environment for all.

Katy Cares is committed to maintaining a workplace and a therapeutic space that is free of any harassment, discrimination, and intimidation against anyone, irrespective of race, culture, color, national origin, ethnicity, ancestry, political orientation or affiliation, religion, faith, gender, sexual orientation, age, marital status, veteran status, mental or physical disability or ability, skills, reputation or any other group as prohibited by applicable Federal and State Law.

Katy Cares is committed to a policy of equal employment, equal access, equal opportunity, equal treatment, equal service, and equal support.

Katy Cares confirms that activities include, but are not limited to, the appointment and removal of Directors, hiring and firing of staff and employees, selection of consultants, volunteers, vendors, contractors, sub-contractors, service and product providers, liaison, communication, interaction with the broader community, stakeholders, supporters, donors, sponsors, evaluation, orientation, enrolling of clients into any one of our Trauma Informed Therapeutic Programs and the rendering of therapeutic and related development services.

Katy Cares is committed to being unbiased in all our actions. We will not unlawfully discriminate internally (in its administrative and day-to-day operations, including the rendering of Trauma Informed Therapeutic Program and related services) or externally (in its recipients of mentioned services, support and assistance, and the contracting of consultants, suppliers, vendors, service and product providers) based on race, culture, color, national origin, ethnicity, ancestry, political orientation or affiliation, religion, faith, gender, sexual orientation, age, marital status, veteran status, mental or physical disability or ability, skills, reputation or any other group as prohibited by applicable Federal and State Law.

Katy Cares will not tolerate harassment, intimidation, or any form of aggression, including abusive, foul, or threatening language. Such behavior will lead to dismissal, termination of services, or removal from our residence as a Program participant.

Katy Cares encourages anyone related to or involved with the Organization who has been discriminated against or experienced any form of intimidation and harassment to report this concern promptly and without delay to the Chairman of the Board of Directors or their designated representative. If substantiated, the Organization will take prompt action to investigate and address the matter by Federal and State Law.



NOTES

Discrimination is treating a person or particular group of people differently, significantly worse than how you treat others. It includes treating specific people, companies, or products differently from others, especially unfairly.

Harassment is behavior that annoys, frustrates, and upsets someone. It is illegal behavior toward a person that causes mental or emotional suffering, which includes repeated unwanted contact without a good purpose, insults, threats, touching, or offensive language.

Intimidation is the action of frightening or threatening someone, usually to persuade them to do something you want them to do.

Retaliation is hurting someone or doing something harmful because they have done or said something dangerous to you.

Diversity is the practice or quality of including or involving people from a range of different social and ethnic backgrounds and of different genders and sexual orientations, such as race, culture, color, national origin, ethnicity, ancestry, political orientation or affiliation, religion, faith, age, marital status, veteran status, mental or physical disability or ability, skills, reputation or any other group.

Equity is the absence of unfair, avoidable, or remediable differences among groups of people, whether those groups are defined socially, economically, demographically, or geographically or by other dimensions of inequality (e.g., sex, gender, ethnicity, disability, or sexual orientation).

Inclusion is the extent to which everyone involved with our organization feels welcomed, respected, supported, and valued as a board member, team member, client, recipient of our services, donor, supporter, and stakeholder.

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