

DIVERSITY STATEMENT

Solving Autism is committed to fostering, cultivating, and preserving a culture of diversity, equity, and inclusion.

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.

Solving Autism’s diversity initiatives are applicable—but not limited—to our practices and policies on recruitment and selection; compensation and benefits; professional development and training; 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 employees.
* 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 communities we serve to promote a greater understanding and respect for diversity.
* All employees of Solving Autism have a responsibility to always treat others with dignity and respect. 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

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 that conflicts with the company’s diversity policy and initiatives should seek assistance from the office manager (Memory Baker) Quality Assurance and Compliance officer (Alyssa Robinson) or owner of Solving Autism (Alyson Shaffer).



CLIENT DIVERSITY STATEMENT

Solving Autism is committed to fostering, cultivating, and preserving a culture of diversity, equity, and inclusion.

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

Clients of Solving Autism are always treated with dignity and respect. All employees are expected to exhibit conduct that reflects inclusion during work, on or off the work site, and at all other company-sponsored and participative events.

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

Employees who believe a client may have been subjected to any kind of discrimination that conflicts with the company’s Client Diversity Policy and initiatives should seek assistance from the office manager (Memory Baker) quality assurance officer (Alyssa Robinson) or owner of Solving Autism, (Alyson Shaffer).