



Diversity Statement

At Pacheco Autism Center having an environment that is inclusive, diverse, and equitable for all employees, volunteers, and clients, is a goal that we as a company fully commit to. This goal includes those of all genders, race, ethnicity, age, sexual orientation, and disability. We believe having a diverse workplace helps create an environment that is enriching and meaningful to the employees and clients that we service. We understand that maintaining a workplace that encompasses these standards is a continued effort and process.

To guarantee that Pacheco Autism Center is reaching and maintaining these diversity goals we are following these steps:

- Establishing training for employees on the different topics of diversity and inclusion. Training will also include any updates to these standards related to the current social norms.
- Continue to have an open-door policy for the employees and clients to discuss any issues or frustrations they may develop related to the topic of diversity.
- Making sure that all people involved in this organization are treated with respect and empathy. Additionally, maintaining zero tolerance for discrimination.
- Conduct ongoing research on the topic of diversity and implement new findings into training and conversations with employees.
- Work with other organizations to share ideas to expand the knowledge on this topic.

Pacheco Autism Center does acknowledge that following and maintaining this diversity statement requires practice and dedication that is ongoing. As an organization we will hold ourselves to this standard for the better of the clients and employees involved.