



At Aspen Behavioral Consulting, we are committed to fostering an inclusive, respectful, and culturally responsive environment for all employees, partners, and the communities we serve. To advance this commitment, we are actively engaged in the following actions:

- **Ongoing Education & Training:** Deliver regular training on culturally responsive and inclusive practices to ensure continued learning and growth across the organization.
- **Inclusive Advisory Groups:** Encourage and support the formation of ad hoc inclusion councils composed of employees and community partners to promote dialogue and shared accountability.
- **Safe Reporting Channels:** Maintain safe and accessible avenues for voicing concerns related to inclusion, equity, and cultural responsiveness.
- **Flexible Work Practices:** Support work arrangements that accommodate the diverse needs, abilities, and responsibilities of our employees and community stakeholders.
- **Feedback & Reflection:** Conduct periodic surveys and focus groups to assess the effectiveness of our inclusion efforts and identify opportunities for improvement.
- **Professional Engagement:** Actively participate in local and national committees focused on best practices in cultural responsiveness, including bias recognition, self-reflection, trauma-assumed care, and inclusive service delivery.
- **Bias-Responsive Conflict Resolution:** Ensure leadership and team members receive training in conflict resolution strategies that center on addressing and repairing bias-related incidents.

Standards of Inclusive Conduct

All members of the Aspen Behavioral Consulting community are expected to uphold the following standards to contribute to a safe and inclusive workplace:

- Treat all individuals with dignity, empathy, and respect.
- Speak up and take action against behavior that is discriminatory, harassing, offensive, or unwelcome.
- Foster a culture of collaboration by encouraging diverse perspectives and lived experiences.
- Seek to understand the viewpoints of others whose backgrounds and experiences differ from your own.
- Use clear, inclusive language—avoiding slang or idioms that may not translate across cultures.
- Respect and support flexible work arrangements that meet the varied needs of team members and partners.
- Acknowledge and challenge decisions or behaviors that stem from implicit or explicit bias.
- Remain open to feedback and willing to reflect on how your words or actions may be perceived by others.

