

**Diversity, Equity and Inclusion:
Steps for Action and Standards for Inclusion**

Aspen Behavioral Consulting is committed to taking the following actions in support of an inclusive environment for all partners:

- Provide ongoing education and training to all employees on diversity, equity, and inclusion topics
- Support the creation and operation of a diversity, equity and inclusion council comprising of employees and community partners
- Provide a safe avenue to voice concerns regarding diversity, equity, and inclusion
- Support flexible work arrangements that accommodate the different needs of all employees and community partners
- Conduct periodic employee surveys and focus groups to identify the areas where our company supports inclusive practices, as well as where there is room for growth.
- Actively participate in local and national professional committees on diversity, equity and inclusion
- Receive additional training in conflict resolution that focuses on responding to bias incidents

Aspen Behavioral Consulting is expected to support an inclusive environment by adhering to the following conduct standards:

- Treat others with dignity and respect.
- Address and report inappropriate behavior and comments that are discriminatory, harassing, abusive, offensive, or unwelcome.
- Foster teamwork and collaboration, encouraging the representation of different employee perspectives.
- Seek out insights from individuals with different experiences, perspectives, and backgrounds.
- Avoid slang or idioms that might not translate across cultures.
- Support flexible work arrangements for others with different needs, abilities and/or obligations.
- Confront the decisions or behaviors of others that are based on conscious or unconscious biases.
- Be open-minded and listen when given constructive feedback regarding others' perception of their conduct.

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