

# Cedric Dean Holdings, Inc.

## Peer Support NC Program Environmental Care Plan Policy

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### 1. Policy Title

Environmental Care Plan Policy

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### 2. Effective Date

**Effective:** January 21, 2026

**Review Cycle:** Annual and as required by regulatory, operational, or facility changes

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### 3. Policy Statement

Cedric Dean Holdings, Inc. (CDH) is committed to maintaining **safe, clean, supportive, and environmentally responsible service environments** that promote the dignity, health, and well-being of all participants, staff, and visitors within the Peer Support NC Program.

This policy establishes standards for environmental care, sanitation, safety, and sustainability to ensure compliance with **North Carolina DHHS, Medicaid, OSHA, and local public health requirements**, while fostering a trauma-informed and recovery-oriented setting.

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### 4. Scope

This policy applies to:

- All CDH-owned, leased, or operated facilities
  - Administrative and service delivery locations
  - Residential, community-based, and mobile service environments (when applicable)
  - All staff, contractors, and vendors engaged in environmental, custodial, or facility-related services
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## 5. Definitions

**Environmental Care:**

The ongoing management of physical environments to ensure cleanliness, safety, accessibility, comfort, and regulatory compliance.

**Hazard:**

Any environmental condition that poses a risk to health, safety, or property, including spills, structural damage, poor air quality, unsafe temperatures, or sanitation failures.

**Sanitation:**

Practices and procedures that maintain hygienic conditions through cleaning, disinfection, and waste management.

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## 6. Guiding Principles

CDH's Environmental Care Plan is guided by:

- **Health and Safety First**
  - **Dignity and Respect for All Individuals**
  - **Regulatory Compliance**
  - **Environmental Responsibility and Sustainability**
  - **Prevention Over Reaction**
  - **Transparency and Accountability**
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## 7. Environmental Care Objectives

CDH shall:

- Maintain clean, safe, and welcoming environments
  - Prevent environmental hazards through proactive monitoring
  - Promote infection control and sanitation standards
  - Ensure accessibility and trauma-informed design considerations
  - Support environmentally sustainable practices
  - Maintain readiness for inspections, audits, and regulatory reviews
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## 8. Environmental Standards

## **8.1 Cleanliness and Sanitation**

CDH shall ensure:

- Daily cleaning of high-touch and common areas
- Routine disinfection of restrooms, kitchens, and service spaces
- Use of approved cleaning and disinfecting agents
- Safe storage of cleaning supplies and chemicals
- Compliance with public health and infection control guidelines

## **8.2 Safety and Hazard Prevention**

CDH shall:

- Conduct regular safety and environmental inspections
- Address spills, debris, and hazards immediately
- Maintain clear and accessible exits and walkways
- Ensure proper lighting and ventilation
- Monitor indoor air quality and temperature controls

## **8.3 Accessibility and Dignity**

CDH shall maintain environments that:

- Are accessible to individuals with disabilities
  - Respect privacy and personal space
  - Support trauma-informed and recovery-oriented care
  - Promote a calm, respectful, and inclusive atmosphere
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# **9. Sustainability and Environmental Responsibility**

CDH commits to:

- Responsible energy and water use
  - Waste reduction and recycling initiatives (where available)
  - Environmentally preferable cleaning products when feasible
  - Minimizing unnecessary consumption of resources
  - Supporting community and environmental stewardship efforts
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# **10. Roles and Responsibilities**

## **10.1 Executive Leadership**

- Approve environmental policies and resources
- Ensure organizational compliance and accountability
- Review environmental risk and performance reports

## **10.2 Program Director / Compliance Officer**

- Maintain this Environmental Care Plan
- Coordinate regulatory and audit responses
- Ensure staff training and documentation compliance
- Oversee corrective actions for environmental concerns

## **10.3 Facilities / Operations Manager (or Designee)**

- Conduct routine inspections and audits
- Manage custodial services and vendors
- Maintain cleaning schedules and logs
- Ensure prompt response to environmental hazards

## **10.4 Staff and Contractors**

- Follow environmental safety and sanitation procedures
- Report hazards, spills, or unsafe conditions immediately
- Support infection control and cleanliness standards

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# **11. Infection Control and Public Health Measures**

CDH shall:

- Follow state and local public health guidance
- Promote hand hygiene and respiratory etiquette
- Maintain availability of sanitation supplies
- Implement enhanced cleaning during public health emergencies
- Support isolation or safety protocols when required

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# **12. Environmental Incident Reporting**

All staff must:

- Report environmental hazards or sanitation failures immediately

- Document incidents using CDH reporting procedures
- Participate in corrective action and follow-up measures

Critical incidents shall be escalated to Executive Leadership and regulatory bodies as required.

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## **13. Documentation and Recordkeeping**

CDH shall maintain:

- Cleaning and maintenance logs
- Environmental inspection reports
- Incident and corrective action records
- Vendor service agreements
- Training records related to environmental care

Records shall be retained in accordance with CDH Records Management and Compliance Policies.

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## **14. Training and Awareness**

All staff shall receive training on:

- Environmental safety and sanitation procedures
- Hazard recognition and reporting
- Infection control practices
- Sustainability and resource stewardship

Training shall occur upon onboarding and annually thereafter.

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## **15. Regulatory Compliance**

This policy aligns with:

- North Carolina DHHS facility and service standards
- Medicaid and MCO operational requirements
- OSHA workplace safety regulations
- Local public health and environmental codes
- Fire and building safety standards

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## 16. Non-Retaliation Policy

CDH prohibits retaliation against any individual who reports environmental hazards or compliance concerns in good faith.

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## 17. Disciplinary Action

Failure to comply with this policy may result in:

- Retraining
  - Corrective action plans
  - Disciplinary measures
  - Contract termination
  - Regulatory notification, when required
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## 18. Policy Review and Revision

This policy shall be reviewed:

- Annually
  - After any critical environmental or safety incident
  - Following regulatory updates
  - When facility or service models change
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## 19. Approval and Authorization

**Approved By:**

Cedric Dean, Chief Executive Officer  
Cedric Dean Holdings, Inc.

**Signature:** \_\_\_\_\_

**Date:** January 21, 2026

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## 20. Organizational Commitment Statement

Cedric Dean Holdings, Inc. affirms that **safe, clean, and responsible environments are essential to healing, dignity, and service excellence**. Through proactive care, sustainability, and regulatory compliance, CDH commits to creating spaces where individuals can thrive and communities can trust the services we provide.