

Diversity, Equity, and Inclusion Statement

At Aggieland Autism Center, LLC we recognize the immense value that diversity brings — both within our team and among the patients we serve. We are steadfastly committed to nurturing an organizational culture that is inclusive, equitable, and celebrates the rich tapestry of backgrounds, experiences, and perspectives each individual contributes.

Our commitment is not merely a static proclamation; it is an ongoing and iterative journey. We continuously strive to:

1. **Develop an Inclusive and Equitable Organizational Culture:** By fostering an environment where all voices are heard, respected, and valued, we aim to create a sense of belonging for everyone. Regular training and workshops will be held to educate our team on the principles of diversity, equity, and inclusion.
2. **Protect and Support our Staff:** Every team member, irrespective of their race, gender, age, religion, disability, sexual orientation, or any other distinguishing characteristic, deserves to work in a safe, supportive, and respectful environment. We actively address and prevent discrimination, harassment, and any other form of injustice.
3. **Protect and Support our Patients:** We are dedicated to providing patient care that is culturally competent, sensitive, and responsive to the diverse needs of those we serve. Our treatments and interactions will always honor the individual backgrounds, beliefs, and experiences of our patients.
4. **Actionable Steps for Diversity, Equity, and Inclusion:** We pledge to consistently evaluate and improve our hiring practices, ensure representation in decision-making roles, solicit feedback from both staff and patients to inform our policies, and work with external experts to benchmark and guide our progress.
5. **Reporting and Complaints Procedure:** We actively encourage an environment of transparency and accountability. Any concerns, incidents, or feedback related to diversity, equity, and inclusion can be confidentially reported to our Human Resources department. We ensure that every complaint is treated seriously, objectively, and with utmost discretion. Retaliation against those who come forward with genuine concerns will not be tolerated. Our HR team is equipped and trained to address these reports, ensuring they are thoroughly investigated and that appropriate actions are taken.

By underscoring our commitment in this statement, we not only set a clear direction for our organization's current endeavors but also chart a course for the sustainable, inclusive growth we aspire to achieve.