



BAREFOOT COUNSELING, LLC NON-DISCRIMINATION POLICIES

SUBJECT: NON-DISCRIMINATION

EFFECTIVE DATE: January 1, 2020

POLICY: Non-Discrimination Policy

PURPOSE: To serve all clients with prejudice or discrimination

BAREFOOT COUNSELING, LLC will not discriminate on the basis of an individual's race, color, sex, national origin, disability, religion, age, military affiliation, sexual orientation, or gender identity.

PROCEDURE:

- I. At Barefoot Counseling, LLC, clients will be treated with dignity, compassion, and respect as an individual. Barefoot Counseling, LLC's practices are consistent with Federal laws and regulations.

Clients will not be subject to discrimination for any reason, including but not limited to reasons of:

- age
 - race
 - ethnicity
 - religion
 - culture
 - language
 - physical
 - mental disability
 - socioeconomic status
 - Sex
 - sexual orientation
 - gender identity or expression
 - veteran status
 - Source of payment.
- II. Individuals who believe they have been the victims of conduct prohibited by this policy or believe they have witnessed such conduct should discuss their concerns either in writing or directly with Regina Mailloux Jensen, owner and lead counselor of Barefoot Counseling, LLC.



- III. Barefoot Counseling, LLC encourages the prompt reporting of complaints or concerns so that rapid and constructive action can be taken before relationships become irreparably strained. Therefore, while no fixed reporting period has been established, early reporting and intervention have proven to be the most effective method of resolving actual or perceived incidents of harassment, discrimination and/or retaliation.
- IV. An investigation may consist of :
 - A discussion of the issue and means of resolving it between Regina Mailloux Jensen and the client directly.
 - An investigation by a qualified third party individual. An investigation may include individual interviews with the parties involved and, where necessary, with individuals who may have observed the alleged conduct or may have other relevant knowledge.
- V. Barefoot Counseling, LLC will maintain confidentiality throughout the entire process of resolving any violations of this policy to the extent consistent with adequate investigation and appropriate corrective action.