

Diversity, Equity, and Inclusion Policy

Constellations Behavioral Services is committed to fostering, cultivating, and preserving a culture of diversity, equity, and inclusion.

Our team members are the most valuable asset we have. The collective sum of the individual differences, life experiences, knowledge, inventiveness, innovation, self-expression, unique capabilities, and talent that our employees invest in their work represents a significant part of not only our culture, but our reputation and company's achievement as well.

We embrace and encourage our employees' differences in age, color, disability, ethnicity, family or marital status, gender identity or expression, language, national origin, physical and mental ability, political affiliation, race, religion, sexual orientation, socio-economic status, veteran status, and other characteristics that make our employees unique.

Constellations encourages respectful communication and cooperation between all employees; teamwork and employee participation, permitting the representation of all groups and employee perspectives; work/life balance through flexibility and understanding to accommodate employees varying needs; employer and employee contributions to the communities we serve to promote a greater understanding and respect for the diversity.

All employees of Constellations always have a responsibility to treat others with dignity and respect. All employees are expected to exhibit conduct that reflects inclusion during work, at work functions on or off the work site, and at all other company-sponsored and participative events.

Any employee found to have exhibited inappropriate conduct or behavior against others may be subject to disciplinary action.

Employees who believe they have been subjected to any kind of discrimination that conflicts with the company's diversity policy and initiatives should seek assistance from a supervisor or Human Resources.

