



## Creative Therapy Diversity Statement

At Creative Therapy Solution, diversity, equity, and inclusion (DEI) are essential to our mission to provide exceptional patient care and support our staff. We recognize that systemic inequalities and biases can create barriers to equitable health outcomes for marginalized communities, and we are committed to taking action to address these issues.

Our commitment to DEI is not just a statement; it is an ongoing process that involves intentional actions to ensure that all individuals who interact with our organization feel valued, respected, and included. Creating an inclusive and equitable organizational culture requires continuous learning, self-reflection, and a willingness to make necessary changes.

Creative Therapy Solution diversity initiatives are applicable—but not limited—to our practices and policies on recruitment and selection, compensation and benefits, professional development and training, promotions, transfers, social and recreational programs, layoffs, terminations, and the ongoing development of a work environment built on the premise of gender and diversity equity that encourages and enforces:

To uphold the principles of diversity, equity, and inclusion within our organization, we are committed to the following actions:

- Formation of a DEI Task Force composed of representatives from various segments of our organization. This task force will lead our DEI initiatives and hold us accountable for our progress.
- Regularly evaluating our workplace culture, policies, and practices to pinpoint areas for enhancement and to ensure the effectiveness of our DEI endeavors.
- Ongoing provision of training and professional development opportunities for our staff. These initiatives aim to heighten awareness of diversity, equity, and inclusion matters and cultivate their abilities to foster an inclusive environment.
- Implementation of practices that champion diversity, equity, and inclusion throughout our recruitment, hiring, and retention processes.
- Guaranteeing equitable and fair treatment for all our staff members and affording them access to the resources and support necessary for their success within our organization.
- Delivering high-quality care to every patient, irrespective of their race, ethnicity, gender, sexual orientation, or any other personal attributes. We are dedicated to eradicating disparities in health outcomes through our diligent efforts.

All employees and service recipients of Creative Therapy Solution have a responsibility to always 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 all other company-



sponsored and participative events. All employees must also attend and complete annual diversity awareness training to enhance their knowledge to fulfill this responsibility.

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

Employees or service recipients who believe they have been subjected to any form of discrimination that conflicts with the company's diversity policy and initiatives should seek assistance from a supervisor or an administrative representative.