



A New Leaf

Therapeutic Services PLLC

920 Cambridge Street
Fayetteville, NC, 28303
P: (910) 493-3555
F: (910) 493-3520

Diversity Statement

DIVERSITY STATEMENT:

A New Leaf Therapeutic Services PLLC affirms its commitment to building a community which is equitable and inclusive now and in the future. This means that in all aspects of its operations and at all levels of the organization, *A New Leaf Therapeutic Services PLLC* works to ensure that there is no discrimination on the basis of, but not limited to, ethnicity, language, race, age, ability, sex, sexual or gender identity, sexual orientation, family status, income, immigrant or refugee status, nationality, place of birth, political or religious affiliation.

A New Leaf Therapeutic Services PLLC further recognizes that the increasing diversity among residents in Cumberland County has added cultural, social and economic benefits to our community. It is also sensitive to the fact that oppressed groups experience marginalization and encounter barriers to full access and participation in the community. *A New Leaf Therapeutic Services PLLC* seeks to increase access and participation, especially for those who are marginalized, disadvantaged or experience barriers in their path to treatment.

A New Leaf Therapeutic Services PLLC encourages individuals to participate fully and to have complete access to its services, employment, and volunteer opportunities. It shall make every effort to see that its structure, policies and systems reflect all aspects of the total community and to promote equal access to all. To this end, *A New Leaf Therapeutic Services PLLC* strives to ensure that:

- Discriminatory or oppressive behaviors are not tolerated
- Individuals who engage with *A New Leaf Therapeutic Services PLLC* for service are valued clients who have opportunities to shape and evaluate our programs
- Community programs and services are developed and delivered to give priority to individuals in marginalized communities and are sensitive to the needs of diverse groups
- Programs are delivered in such a way that systemic barriers to full participation and access are eliminated and so that positive relations and attitudinal change towards marginalized groups are promoted
- Services are provided with sensitivity to the influence of power and privilege in all relationships, including therapeutic relationships



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- Communication materials present a positive and balanced portrayal of people's diverse experiences.

This policy is intended to act as a positive force for equity and inclusion.

SCOPE

This policy applies to all *A New Leaf Therapeutic Services PLLC* clients, employees, volunteers and student interns.

PROCEDURES

1. *A New Leaf Therapeutic Services PLLC* has and will continue to work to embed the principles detailed in this policy within all relevant *A New Leaf Therapeutic Services PLLC* policies and procedures to ensure that equity and inclusion guides *A New Leaf Therapeutic Services PLLC* in all of its endeavours.

2. Individuals who believe that they have experienced harassment or discrimination in an *A New Leaf Therapeutic Services PLLC* context are encouraged to use the following policies and procedures to have their concerns or complaints addressed:

- Clients and community members may refer to the *Service User and Community Member Complaints* policy
- Employees, volunteers and Student interns may refer to the *Harassment and Discrimination* policy

3. *A New Leaf Therapeutic Services PLLC's* employees, contracted staff, volunteers and student interns may also refer to the *Discriminatory Requests for Service* policy for guidance in addressing clients or community members who make such requests.