

CHARLES HALL YOUTH & FAMILY SERVICES

Diversity Policy Statement

Charles Hall Youth & Family Services was founded on the principle of dignity for all people. Its partnership with the United Church of Christ strengthens and offers continued support of this bedrock principle. We reaffirm the belief in this principle in our policies, which guide and direct our employment practices, volunteer recruitment and service delivery.

Diversity, as defined by Charles Hall Youth & Family Services, provides equal opportunity to all people without discrimination on the basis of race, color, religion, sex, national origin, marital status, age, disability or any other characteristic protected by law. Charles Hall Youth & Family Services promotes the full realization of this policy through the positive recognition of the value of diversity.

Diversity and Employment

Charles Hall Youth & Family Services is committed to assuring equal opportunity and equal consideration to all qualified applicants and employees in human resource matters including recruitment, hiring, training, promotions, salaries and other compensation, transfer, layoff or termination. This commitment is reflected in our policy handbooks.

In the implementation of this policy, Charles Hall Youth & Family Services will aggressively seek personnel for all job levels within the organization without discrimination on the basis of race, color, religion, sex, national origin, marital status, age, disability or any other characteristic protected by law. The intent of this policy is to reflect the positive value of diversity in the community.

Diversity and Volunteer Recruitment

Charles Hall Youth & Family Services is committed to the recruitment of volunteers to fill all volunteer positions within the organization without discrimination on the basis of race, color, religion, sex, national origin, marital status, age, disability or any other characteristic protected by law.

In the implementation of this policy, Charles Hall Youth & Family Services will aggressively seek volunteers from the community who reflect and acknowledge the value of diversity; including, but not limited to, minority group members with a specific emphasis on American Indians.

Diversity and Service Delivery

Charles Hall Youth & Family Services is committed to the delivery and provision of service to meet the needs of the teenage foster care youth we serve and families in the community and the state of North Dakota – including Indian reservations – through a continuous assessment process.

In the implementation of this policy, Charles Hall Youth & Family Services will continually assess how to best meet the needs of populations served while always focusing on the value of diversity. The agency will intentionally seek stronger ties and potential partnerships with Indian reservations in North Dakota – especially the Ft. Berthold reservation, where the history of our namesake Charles Hall and our shared ministry with the United Church of Christ (Congregationalists) began.

Responsibility

In order to promote and value diversity, the active participation and support of all members of the organization is required.