VALLEY BEHAVIORAL HEALTH

Corporate Social Responsibility

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CORPORATE SOCIAL RESPONSIBILITY POLICY

Working together to make the world better.

Valley’s Corporate Social Responsibility (CSR) is an important key driver to what we do and who we serve. The purpose of the CSR is to ensure Valley and its associated entities operate practices in a responsible manner. Our commitments to ethical responsibility, volunteerism, environmentally sustainable practices, diversity, equity, and inclusion, ensure that we are committed to the highest level of standards.

This document will cover the following Valley CSR initiatives:

- ❤️ Volunteerism and Community Involvement
- 🏛️ Ethics Responsibility and Compliance
- 🧑‍🤝‍🧑 Diversity, Equity, and Inclusion
- 🌿 Environmental Commitment
Volunteerism and Community Involvement

Valley is passionate about creating a positive impact in society and improving lives, one person at a time. We provide additional support to our community because we know that healthy communities are essential to everybody's success.

We offer various volunteer opportunities that are aimed to help make a positive impact in the communities we serve. To support this we provide volunteer hours that give our employees the chance to give back to the community without disrupting their work hours. Some of our volunteer opportunities include but are not limited to: community involvement, day of service events, donation drives, environmental contributions, homeless community support, and more. Full-time employees have access to 8 hours per year (paid) and part-time employees have 4 hours (paid) each year to volunteer for an external organization of their choosing. Doing this empowers our employees, allowing them to choose where they want to make a difference.

Our recent give back opportunities include our annual Back to School Supplies Drive, Homeless Outreach Resource Fairs, Do Your Blue & Support Autism Fundraiser, Food Kitchen Volunteer Work, Volunteer Opportunities for Valley, the Pingree Center, and the Adult Autism Center, and LGBTQIA+ support networks.
Valley is committed to providing quality services to our clients. Oversight and monitoring of appropriate and adequate clinical care and supporting clinical documentation are essential to this commitment. In addition, risk assessment and mitigation, as well as constant oversight and monitoring of contractual, financial, legal, and regulatory obligations, are vital to assure that our clients receive high quality care.

Valley Behavioral Health is governed and managed under the direction of a Board of Directors. The Board of Directors meets regularly to review the organization's finances, policy changes, and operations updates.

As a 501c3 Non-Profit and recipient of State and Federal funding, Valley Behavioral Health is subject to various reviews, audits, and reporting requirements. Each year, Valley undergoes an in-depth financial statement audit performed by an independent third-party firm. The purpose of this audit is to independently examine and test the systems and processes in place that serve as the basis for generating the financial statements. The audit is conducted according to both auditing standards generally accepted in the United States of America and the Government Auditing Standards as issued by the Comptroller General of the United States. Valley consistently receives the highest designation that can be given by the independent audit firm known as a clean unmodified opinion.
Diversity, Equity, and Inclusion Commitment

Valley embraces and empowers a diverse, equitable, and inclusive environment for all members of our community. Valley recognizes the value of intellectual potential and promotes the worth and dignity of all people independent of race, color, religion, gender, national origin, disability, age, sexual orientation, and/or gender identity. Our clients, employees, and stakeholders work together to create a culture of inspiration and innovation while promoting inclusiveness and respect for differences. To establish a sense of belonging, Valley cultivates, respects, and supports an environment where individual differences and characteristics are acknowledged as strengths.

Valley strives to be an organization that promotes authenticity and encourages opportunities for success. Valley’s Diversity, Equity, and Inclusion Advisory Committee consistently reviews the DEI plan and establishes goals for improvement that extend through all levels of the company. At Valley, we pride ourselves on instilling diversity, equity, and inclusion into our strategic priorities and core values.

Diversity, Equity, and Inclusion Priorities

We are committed to making a difference and that starts with making change. In order to see change we believe it is important to educate, communicate, celebrate, and grow with each other.

Educate  Communicate

Celebrate  Grow
Educate

**Why it is important for us to educate**
It is important to develop education about diversity, equity, and inclusion throughout Valley so we can understand and collaborate better with our clients, staff, and the community. Valley will continue to help educate others by facilitating open conversations and implementing relevant training on cultural diversity, biases, and inclusion.

Grow

**Why it is important for us to grow**
It is important to strengthen Valley’s presence in the community by collaborating with stakeholders and community partners that align with our values. It is a key focus to enrich Valley’s workforce by recruiting and developing employees that reflect a diverse, equitable, and inclusive culture. Valley will continue to grow by strengthening relationships, outreaching to marginalized populations, providing community support groups, and building a diverse workforce.

Communicate

**Why it is important for us to communicate**
It is important to represent and advocate for our community. Our communication reflects our commitment to diversity, equity, and inclusivity and to be the voice for our staff and clients. Valley will continue to communicate what our values are and ensure our full continuum of services are equally accessible to all. We will report our progress through the use of demographic dashboards, key performance indicators, and survey responses to track and communicate the work Valley is committed to.

Celebrate

**Why it is important for us to celebrate**
It is important to celebrate the inspiring differences among the diverse cultures and lives of our staff, clients, and community. We do this by commemorating progress in diversity, equity, and inclusivity. We understand how important it is for us to celebrate and recognize people from different backgrounds and cultures.
What is Diversity, Equity, and Inclusion?

**Diversity**
Diversity is the existence of differences that may include race, gender, religion, sexual orientation, ethnicity, nationality, socioeconomic status, language, (dis)ability, age, religion, and/or political perspective. We understand that individuals may affiliate with multiple identities, and the intersections of these identities create further elements of diversity. It is important for us as an organization to amplify the messages of marginalized populations that have been and remain underrepresented among others in the broader society.

**Equity**
Equity refers to fair and respectful treatment of all people. It is promoting justice, impartiality, and fairness within the procedures, processes, and distribution of resources by organizations or systems. Tackling equity issues requires an understanding of the root causes of outcome disparities within our society. Providing equal access to opportunities to everyone is vital to our mission.

**Inclusion**
Inclusion is an outcome to ensure those that are diverse actually feel and are welcome. Inclusion outcomes are met when you, your organization, and your program are truly accepting to all. This involves providing opportunities for diverse individuals to participate fully in the decision-making processes within our organization or group. We are committed to always providing an atmosphere that shows individuals are valued and encouraged to bring more of themselves to Valley.
Environmentally Sustainable Practices

Valley's environmental strategy involves engaging in the following sustainable practices:

Recycling

Valley is committed to reducing waste company-wide. We promote recycling to our staff, clients, and community and encourage them to recycle independently. Recycling bins and educational signage are available at all facilities in common areas for both staff and clients. Reusable water bottles are widely distributed to encourage staff to reuse. Valley is constantly looking at recycled or recyclable product alternatives.

Energy Efficiency and Resource Use

Valley aims to reduce its carbon footprint by measuring energy use and increasing efficiency. All facilities are being upgraded with energy efficient appliances and lighting when due for replacement. Paper files, forms, and documents are being digitized to reduce paper waste. Staff are encouraged to work from home when possible or take public transportation to reduce carbon emissions. Landscaping is monitored and water usage is reduced.

Education & Service

As a community partner, Valley understands the importance of educating clients and staff and engaging in environmental service opportunities. Staff are encouraged to participate in community service and Valley’s efforts to reduce environmental impact. Valley’s leadership continually seeks to understand the company’s environmental impact and create improved plans.

Product Choice

Valley only engages with vendors and purchases products that align with our values and priorities. We establish relationships with vendors and product suppliers that agree to improve the environmental impact of the services they provide. We maintain properties by using green cleaning products that minimize the use of harmful or toxic chemicals. We work with industries that share our same vision and use all “green sealed” products.