

Schenectadyarc



SEE ABILITY, NOT DISABILITY.

Schenectady County Chapter, ARC New York, Inc.

Section:  
Policy Number:  
Quality Improvement Committee  
Approval Date:  
Revision Date:

**Agency Policy:**

It is the policy of the Schenectady County Chapter, ARC NY Inc. (SARC) to recognize, address, and prevent occurrences of systemic racism, explicit or implicit bias, and the lack of knowledge of these injustices in the work place, in the supports and services we provide, and to the extent possible, in the greater community in which we operate.

Schenectady ARC looks to prevent unfair barriers in recruiting, retaining, and promoting its workforce, as well as to create a diverse and welcoming environment for the individuals we serve and the families we support. Schenectady ARC will continue to create, embrace, and encourage a working and living environment that fosters, cultivates and preserves a culture of diversity, equity and inclusion regardless of age, color, physical and mental ability, ethnicity, family or marital status, gender identity and expression, language, national origin, political affiliation, religion, sexual orientation, socio-economic status, veteran status, and all other characteristics and identities.

**Procedure:**

All employees of Schenectady ARC have a responsibility to treat others with dignity and respect at all times.

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.

All employees are also required to attend and complete annual diversity awareness training to enhance their knowledge and their ability.

Any employee found to have exhibited any inappropriate conduct or behavior in the workplace against others is be subject to disciplinary action.