

Creative Strategies Inc. Inclusion Policy:

Adopted 8/2012

Revised 11/8/2023

Creative Strategies Inc. does not discriminate based on race, color, ancestry, ethnicity, religion, gender identity or expression, sexual orientation, disability status or identified special needs, citizenship, military status, marital status, pregnancy, political affiliation, or any other protected class.

Creative Strategies Inc. supports increasing inclusion of all different types of people and different types of learning.

Creative Strategies Inc. therapists and team members strive to:

- Learn about cultural differences and examine their own cultural biases;
- Learn about neurodiversity and examine their own biases in this area;
- Grow the services of Creative Strategies in a way that values the needs of individuals in the community regardless of their backgrounds or any of the protected classes listed above; to grow services with input and feedback from a variety of families from different backgrounds.
- Remain cognizant of the differences between equality and equity; to develop services which can adapt in order to meet the needs of individuals (one size or one approach does not work for all humans' learning styles; to create equal opportunities for all, we must consider that not all people have had equal opportunities).