

# Non-Discrimination & Equal Opportunity Policy

**Shifaa Serenity Therapy Solutions, LLC**

Prepared by:

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Founder, CEO, Therapist & Community Advocate

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## 1. Purpose and Commitment

The purpose of this policy is to affirm **Shifaa Serenity Therapy Solutions, LLC**'s commitment to maintaining a workplace and service environment free from discrimination and to provide equal opportunity in all employment and client services.

Our organization values diversity and inclusion as essential to effective care and ethical practice.

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## 2. Scope of Application

This policy applies to:

- All employees, contractors, interns, and volunteers.
  - All applicants for employment or internship.
  - All clients receiving services from the organization.
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## 3. Standards of Non-Discrimination

### 3.1 Protected Categories

Discrimination, harassment, or bias in any form is strictly prohibited on the basis of:

- Race, ethnicity, or national origin
- Religion or spiritual belief
- Gender, gender identity, or sexual orientation
- Age
- Disability or medical condition
- Marital or family status
- Socioeconomic status

- Military or veteran status

### **3.2 Equal Opportunity Employment**

- Hiring, promotion, training, and benefits will be based on merit, qualifications, and performance.
- Discrimination in recruitment, job assignment, or advancement is prohibited.

### **3.3 Equal Access to Services**

- Clients will receive equitable treatment regardless of background or identity.
  - No client will be denied services based on protected categories.
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## **4. Reporting and Enforcement**

- Employees or clients who experience or witness discrimination should report it immediately to a supervisor, Human Resources, or the CEO.
  - Complaints will be investigated promptly and confidentially.
  - Retaliation against individuals who report discrimination in good faith is prohibited.
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## **5. Accountability**

- Employees found to engage in discrimination or harassment will face disciplinary action up to and including termination.
  - Clients who engage in discriminatory behavior may be denied services in extreme cases, consistent with ethical guidelines.
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## 6. Acknowledgment and Signature Page

I, \_\_\_\_\_, acknowledge that I have received, read, and understood the **Non-Discrimination & Equal Opportunity Policy** of **Shifaa Serenity Therapy Solutions, LLC**.

I agree to uphold the principles of equality, fairness, and inclusivity in my professional conduct and client interactions. I understand that violations of this policy may result in disciplinary action or termination.

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### Employee/Contractor/Intern/Volunteer Information

- **Printed Name:** \_\_\_\_\_
- **Signature:** \_\_\_\_\_
- **Position/Role:** \_\_\_\_\_
- **Date:** \_\_\_\_\_

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