

**ALCOHOL, DRUG ADDICTION AND MENTAL HEALTH
SERVICESBOARD OF CUYAHOGA COUNTY (ADAMHS BOARD)**

POLICY STATEMENT

SUBJECT: NON-DISCRIMINATION AND CULTURAL COMPETENCY POLICY

EFFECTIVE DATE: September 27, 2023

PURPOSE

To help enlist qualified and committed individuals who are demographically representative of the population of Cuyahoga County to serve as Directors on the ADAMHS Board for state and county appointments.

POLICY

It is the policy of the ADAMHS Board not to discriminate in provision of services, hiring and employment practices on the basis of race, color, national origin, sex, sexual orientation, gender identity, religion, age, disability (including AIDS and related conditions) or genetic information. The ADAMHS Board contractually requires funded service providers to abide by all non-discrimination rules, regulations and statutes. Furthermore, the ADAMHS Board encourages the providers to formulate their own non-discrimination and cultural competency policies.

The ADAMHS Board has an internal grievance procedure providing for prompt and equitable resolution of complaints alleging any action prohibited by Title VI of the Civil Rights Act of 1964, Section 504 of the Rehabilitation Act of 1973, the Age Discrimination Act of 1975, the Americans with Disabilities Act Amendments Act of 2008, and applicable court cases. These regulations and applicable court cases state, in part, that no person will, solely by reasons of race, color, national origin, sex, sexual orientation, gender identity, religion, age, disability (including AIDS and related conditions) or genetic information, be excluded from the participation in, be denied the benefits of, or be subjected to discrimination.

The ADAMHS Board believes that it is essential that all aspects of the organization be reflective of the diversity of the communities that it serves and that it strives to become and remain culturally and linguistically competent. As a culturally and linguistically competent organization, the ADAMHS Board shall incorporate skills, attitudes, and policies to ensure that it is effectively addressing the needs of clients and families with diverse values, beliefs, gender identities, and sexual orientations, in addition to backgrounds that vary by race, ethnicity, religion, and language.

Reference: Title VI of the Civil Rights Act of 1964, Section 504 of the Rehabilitation Act of 1973, the Age Discrimination Act of 1975, the Americans with Disabilities Act Amendments Act of 2008, and Bostock v. Clayton County

Supersedes and retires: "Non-Discrimination and Cultural Competency Policy" adopted February 23, 2011.

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J. Robert Fowler, Ph.D

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J. Robert Fowler, Ph.D.
ADAMHS Board Chair

September 27, 2023

Approval Date

DocuSigned by:

Scott S. Osiecki

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Scott S. Osiecki
ADAMHS Board Chief Executive Officer

September 2026

Review Date