

Non-Discrimination Policy

WBC Counseling provides services to clients with respect and promotes client rights.

This Policy applies to all staff members of WBC Counseling, including management, office personnel, clinical employees, contractors, and any other individual providing services to or on behalf of WBC Counseling ("WBC Staff").

WBC Staff will treat all clients receiving services with equality in a manner that is free from discrimination based on age, race, color, creed, ethnicity, religion, national origin, marital status, sex, sexual orientation, gender identity or expression, disability, veteran or military status, or any other basis prohibited by federal, state, or local law.

WBC Counseling will inform clients of the availability of and make reasonable accommodations for clients consistent with federal and state requirements. For example, language interpretation services will be made available for non-English speaking patients, and sign language interpretation will be made available for hearing impaired patients.

Anyone who believes they have been subjected to discrimination may file a complaint following WBC Counseling's complaint and grievance procedure. WBC Staff is prohibited from retaliating against anyone who opposes, complains about, reports discrimination, files a complaint, or cooperates in an investigation of discrimination or other proceedings under federal, state, and local anti-discrimination law.

When a member of the WBC Staff receives a complaint concerning discrimination, they will advise the complaining individual to report the problem to the Owner of WBC Counseling and file a complaint without fear of retaliation.

WBC Counseling's Human Resources Department is responsible for ensuring compliance with this Policy, including giving notice to and training all WBC staff.

WBC Staff will determine eligibility for and provide services, financial aid, and other benefits to all clients similarly, without subjecting separate or different treatment based on age, race, color, creed, ethnicity, religion, national origin, marital status, sex, sexual orientation, gender identity or expression, disability, veteran or military status, or any other basis prohibited by federal, state, or local law.

WBC Counseling will provide notices to clients regarding this Non-discrimination Policy and WBC Counseling's commitment to providing services in a welcoming, non-discriminatory manner.