

Mutual Respect and Responsibility Statement

Riverside Community Care is committed to delivery of the highest quality behavioral healthcare and human services possible. We believe all members of our community, including people served, our employees, volunteers, family members, as well as individuals with whom Riverside partners, must work together in support of quality services. It is therefore our steadfast goal to create and sustain a safe, respectful, and welcoming environment where we can work collaboratively and also value and respect each other. To achieve this goal, our environment must be free from:

- **Verbal abuse, intimidation, or inappropriate remarks, gestures, or jokes on the basis of sexual orientation, religious beliefs or spirituality, gender identity, gender expression, age, race, national origin, ethnicity, primary language, disability, lived experience, political affiliation, communication, and learning styles, or any other real or perceived differences.**
- **Any behavior or language that is offensive, malicious, bullying, or humiliating, such as shouting, personal insults, spreading rumors or gossip, or any other actions that could reasonably be perceived to cause another person's distress or discomfort.**
- **Sexual harassment, or any unwanted physical contact or gesture, including via technology such as email, text messaging, or social media.**
- **Violence – including any physical assault, altercation, threat of violence, or other aggressive, intimidating, or harassing behavior.**
- **Theft or destruction of personal or community property.**
- **People appearing impaired due to the use of alcohol or other substances; except individuals actively seeking support and treatment for that concern from Riverside Community Care.**
- **Weapons of any kind.**

This statement is applicable to the entire Riverside community. People served, employees, volunteers, family members, and individuals with whom Riverside partners, are all responsible for treating each other with respect and ensuring all parties understand and uphold these values.

Notify a manager, supervisor, Human Resources, or Quality Management if you believe that the actions of anyone involved with Riverside do not meet these basic standards of conduct. All managers and supervisors have a duty to immediately report any violations of this Mutual Respect Policy to Human Resources and/or Quality Management.