



Equal Opportunity Statement

It is the policy of 211 Palm Beach/Treasure Coast, Inc. to provide equal employment opportunities to all qualified job applicants and employees without regard to race, creed, color, religion, national origin, marital or veteran status, sex, age, disability, sexual orientation or gender identity or expression. The President/CEO and each supervisor are responsible for ensuring full compliance with this policy and intent. 211 is fully committed to ensuring equal opportunity and equal consideration to all qualified applicants and employees without discrimination with regard to race, creed, color, national origin, marital or veteran status, sex, age status as a qualified individual with a disability, religion, sexual orientation, or any other basis prohibited by law in personnel matters including recruitment, hiring, training, promotion, salaries and other compensation, transfer and termination. Any employee or job applicant who believes that the actions or words of a supervisor or fellow employee constitute discrimination has a responsibility to report the incident as soon as possible to the appropriate supervisor. All complaints of discrimination will be investigated thoroughly and promptly by the appropriate supervisor, President/CEO, or the Executive Committee of the Board of Directors if the complaint is against the President/CEO. Any form of discrimination is considered a serious offense and will be subject to corrective action, up to and including termination of employment.

211 Palm Beach/Treasure Coast provides services to anyone, regardless of age, race, economic class, religion, gender, etc., residing in Palm Beach or the Treasure Coast. Anyone can simply pick up the phone, dial three simple numbers, 2-1-1, and get connected to the information and services they need, 24/7.

Diversity Statement

211 is fully committed to ensuring that cultural and linguistic awareness, understanding and competence, are infused throughout the organization, its structure, services and everything its staff and volunteers do. 211 agrees to maintain a work environment where awareness of and respect for those of different cultures is promoted. Recognizing the diverse nature of the communities, individuals and professionals 211 serves and has contact with, 211 will:

- Recruit, hire and retain staff that supports a diverse and culturally competent workforce;
- Recruit volunteers, including board members, who reflect the diversity of the community;
- Obtain, on a continuous basis, input from diverse sectors of the community in relation to agency and service planning and development efforts;
- Communicate to population groups with limited English proficiency or varying cultures using creative and appropriate methods;
- Develop appropriate informational approaches to educate individuals and geographic groups regarding 211 and its services;
- Provide ongoing staff training and professional development to increase understanding of the nuances that exist between cultures and to avoid stereotypes that can exist or develop; and
- Monitor and evaluate efforts related to cultural and linguistic competency on an ongoing basis; 211 recognizes that developing and incorporating cultural diversity competency is a continually evolving effort and that it permeates the entire operation of an organization.

211 HelpLine | P.O. BOX 3588 | Lantana, FL 33465 | Tel. (561) 547-8637 | Fax (561) 547-8639