



BAMSISM

Build, Advance, Maintain Success & Independence.

DECLARATION

BAMSI'S statement of Gender Inclusivity

At BAMSI we commit to creating an inclusive community. We welcome all people of all genders and value the contributions they make to our society. As such, people of all genders are welcome to work at all of our programs and offices. For sex-segregated jobs, transgender employees will be classified and assigned in a manner consistent with their gender identity, not their sex assigned at birth. For nonbinary or gender expansive employees, they will be classified and assigned in a manner of their choosing, not their sex assigned at birth.

In some cases, there may be exceptions based upon the specific care needs or preferences of persons served. Examples may include:

- When a person-served exercises their reasonable right to privacy, which may include specific gender requests for personal care - such as hygiene and medication administration - when the partial or complete disrobing of the person-served is required
- In instances where there is a clinical/treatment need that indicates gender specific care

When this occurs the staff member will be reassigned to a similar position within the agency.

In the BAMSI community we uphold the expectation that an individual's stated gender identity will be respected and upheld. BAMSI does not tolerate discrimination, bullying, harassment, violence, or threats of violence towards staff, youth, and families based on actual or perceived sexual orientation, sex assigned at birth, gender identity, or gender expression. BAMSI takes action to intervene if such behavior occurs.

If a violation of the policy would occur, BAMSI would follow their anti-harassment and anti-discrimination policies and procedures.



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BAMSI'S statement of Black Lives Matter

BAMSI believes that Black Lives Matter. We promise to recognize and celebrate our diverse employee and individual-served population. We admit that some of BAMSI's policies, practices, and compensations have fostered institutional racism and inequities. We commit to creating meaningful and sustained change in collaboration with our employees, individuals served, and community partners. We will offer safe listening and learning sessions for all employees. We embrace diversity as our strength. We join this global change movement, also happening at BAMSI.