BLUE WATER DEVELOPMENTAL HOUSING, INC.
POLICIES AND PROCEDURES: INDIVIDUALS SUPPORTED INFORMATION

SUBMITTED BY: H. Vehko / K. Baker	**DATE SUBMITTED:** 10/99	**SECTION:** Individual Supported	
BOARD APPROVED ON: 05/10/00	**DATE REVISED:** 07/18/18, 09/02/2026	**SUBJECT:** Cultural Diversity	
ANNUAL REVIEW BY EXECUTIVE DIRECTOR: 07/18/18, 01/15/20, 1/8/22, 3/13/2024, 09/02/2026		**POLICY #:** IC-002	**PAGE #:** 1 of 1

I. APPLICATION

The provision stated herein shall apply to all individuals supported by Blue Water Developmental Housing, Inc. (BWDH).

II. POLICY

It shall be the policy of the organization to value diversity.

A. That cultural knowledge will be incorporated into the service delivery framework.
B. Employees will not use their own cultural values or beliefs as standards by which to judge individuals, families, and communities until their cultural differences are known and understood.
C. To demonstrate sensitivity to and understanding of cultural differences in program design, implementation, and evaluation.
D. To require all employees to receive cultural diversity training.
E. To solicit individuals' supported input and or involvement in the design and implementation of service delivery initiatives for culturally, linguistically, racially, and ethnically diverse groups.
F. To not discriminate against individuals based on their sexual orientation or spiritual beliefs.
G. This policy is required to meet the requirements of CARF, MDHHS, Region 10 PIHP, CCBHC, and the Michigan Mental Health Code.

II. DEFINITION

Primary Diversity: Age, race, sex, sexual orientation, ethnicity, physical or mental disability.

Secondary Diversity: Religions, expressive behaviors, communication style, socioeconomic status, spiritual beliefs, rural and urban considerations.

IV. NOTIFICATION/PROCEDURE

WHO	DOES WHAT
Interdisciplinary Team	1. Ensures that individual's input (or that of guardian or parent if under the age of 18), regarding cultural issues, is reflected in the plan of service.
Program Supervisor	2. Ensures that issues in the plan of service are incorporated into BWDH service delivery.