

<b>SUBJECT</b> Employment		<b>CHAPTER</b> 02	<b>SECTION</b> 01	<b>SUBJECT</b> 01
<b>CHAPTER</b> Human Resources		<b>SECTION</b> Personnel		
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**I. APPLICATION:**

- PIHP Board
- CMH Providers
- SUD Providers
- PIHP Staff
- CMH Subcontractors

**II. POLICY STATEMENT:**

It shall be the policy of the PIHP that the PIHP and its provider network should create and maintain a healthy, safe and productive work environment which promotes recovery and discovery.

**III. DEFINITIONS: N/A**

**IV. STANDARDS:**

- A. The PIHP is an equal opportunity employer and encourages its provider network to be as well.
- B. People have the capacity to discover, recover, change, grow and develop thinking, beliefs and behaviors.
- C. Encourage the employment of individuals that support an environment of recovery and discovery.
- D. Efforts may include the areas of recruitment, placement and development of pay scales including fringe benefits and training.

**V. PROCEDURES:**

1. CMH/CA Executive Directors/HR Designee(s) forwards to the PIHP a list of tasks that shows affirmative efforts have been made to have a qualified workforce that is diverse at the end of each calendar year. CMH/Coordinating Agencies should collect the same information from their subcontractors and include with their submission.
2. PIHP/CMH/CA will include the following language in job descriptions under job duties/responsibilities:
  - (Employer Name) embraces an employment environment that promotes recovery and discovery, a person-centered approach to treatment/services, and cultural competence. An employee in this or any position is expected to support the employment environment.
3. PIHP/CMH/CA will include the following language as part of preferred (or desired) qualifications for positions:
  - Lived experience with behavioral health issues

**VI. EXHIBITS: N/A**