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SOCW 413  
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Diversity

1. What specific actions has your agency or organizations taken to make sure it is in compliance with federal law that prohibits discrimination on the basis of race, color, sex, national origin, age, religion, creed, physical or mental disability, and familial status?

Employee training on Title VI. Title VI is a Civil Right of 1964, it prohibits race discrimination in any program receiving federal funds.

2. Does your stat's antidiscrimination law include protected classes or categories in addition to those listed in federal law? If yes, what additional classes are included?

None

3. In what ways does your agency make accommodations for clients or consumers who have a physical or mental disability or limitation?

Patients with physical mental illness are providing with accessible bathroom and showers. Moccasin provides automatic doors in the front and accessible parking. Information is read to patients who can't read because of disabilities.

4. In what ways does your agency make accommodations for clients who are not fluent in or comfortable with the English language?

Interpreters are providing to patients whenever possible to meet their need.

5. About what percentage of your agency's clients or consumers could be described as members of a cultural, ethnic, religious, or racial minority? What groups are they?

33% Bosnian and African Americans

6. What special efforts has your practicum agency made to reach out to and provide relevant services or programs to members of minority groups?

Attempting to provide new technology for the hearing impaired for more ready access to interpreters via electronic media

7. What specific actions, if any, has your agency taken to make sure it does not discriminate on the basis of sexual orientation? On basis of client's political beliefs, religion, or age?

Moccasin Bend is a State Hospital and everything must go by federal laws.

8. To what extent are members of minority groups represented on your agency's board of directors or on advisory boards?

1% or less are minorities.

9. What culturally sensitive assessment instruments or practice techniques, if any, does your agency use with clients who are members of minority groups?

Social assessment attempts to address cultural/ethnic/spiritual beliefs, practices and values that might impact upon treatment.

10. Is there anything about your agency that might discourage minorities from using its services?

None

11. What state or federal laws or regulations may affect minority clients negatively (e.g., anti-immigration laws and laws that prohibit same-sex marriage)?

It have not been known, Moccasin try their best to treat everybody equally. Tennessee laws prohibit same sex marriages.

12. What grievance procedures are available to clients or consumers if they believe they have experience discrimination by the agency or its staff ?

They may file a written grievance via the patient's rights advocate.

13. About what percent of the personnel assigned to professional and administrative jobs within your agency are:

- a. 2-3% Members of a racial or ethnic minority
- b. 1% Persons with physical or mental disabilities
- c. 70% Women
- d. 1-2% Members of a religious minority
- e. 0% Over 65 years of age
- f. 9% Fluent in a second language
- g. unknown—Persons of a sexual minority

14. Does your agency or organization have an affirmative action program that is applied when hiring new staff? If yes, does the program achieve its purpose?

Yes, is State of Tennessee.

15. What types of accommodations are made within your agency for employees with physical or mental disabilities?

Accessible bathrooms and showers, automatic doors, and accessible parking out front.

16. Where on the cross-cultural continuum described by Cross (see Background Information) would you place your agency? Why?

It must be high because it provided by all the guidelines of the federal law in the State of Tennessee.

Additional notes and comments:

None