

## **Diversity and Non-Discrimination Policy**

The Independence Health System Psychology Internship values diversity and strives for an inclusive, equitable environment for its members. We believe that diversity enriches our experiences and lives, promotes professional growth, and is a necessary and valuable part of providing high quality mental health care. We work toward creating a welcoming environment in which all staff, interns, and practicum trainees feel valued and respected.

Independence has a non-discrimination policy and does not tolerate identity-based discrimination. Furthermore, IHS embraces the value and importance of diversity in their training and service provision.

The internship must provide and maintain an internship experience that is free from unlawful harassment, discrimination, intimidation, violence, and retaliation. Further, the internship program will not engage in or tolerate unlawful harassment, discrimination, intimidation, violence, and retaliation.

### *Independence Health System Family Medical Residency Non-Discrimination Policy*

Independence Health System is an equal opportunity employer. It is the policy of Independence Health System to prohibit discrimination of any type and to afford equal employment opportunities to employees and applicants, without regard to race, color, religion, sex, national origin, age, marital status, non-job related disability, veteran status, or genetic information, or any other protected class. Independence Health System Psychology Internship will conform to the spirit as well as the letter of all applicable laws and regulations.

### [Careers | Healthcare Services in Western PA](#)

Intern applicants are welcome to request copies of these policies from Michele Mattis, Internship Training Director and Director of Behavioral Health Sciences, at [michele.mattis@independence.health](mailto:michele.mattis@independence.health).