

POLICY #	POLICY TITLE	DESCRIPTION
020	Board Orientation, Development and Education	The Organization is committed to providing relevant and accessible opportunities that shall include comprehensive Board Orientations, ongoing development and educational opportunities.
019	Public Information Requests	The Organization will respond to inquiries from the public regarding accredited services, the quality and effectiveness of services, descriptions of services and persons served, stakeholder and persons service served satisfaction surveys, and any other applicable information which may be utilized by stakeholders to make informed choices regarding identifying services and service providers.
018	Cultural Compliance and Diversity	The organization demonstrates an awareness of, respect for, and attention to the diversity of the people with organization interacts with, including but not limited to persons served, employees, families/caregivers and other stakeholders which is reflected in attitudes, organizational structures, polies and services.
017	Government Contractor's Responsibility to Strengthen Protections Against Human Trafficking in Federal Government Contracts	The Organization will implement a policy and take appropriate steps to prevent and deter its employees and subcontractors from engaging in trafficking in persons. Failure to adopt and implement a policy, or failure to take action against employees or subcontractors for violation of this policy, may result in the termination of government contracts for default or cause, suspension of contracts, or debarment from federal contracting.
016	Affirmative Action	The Organization will not discriminate in employment opportunities or practices on the basis of race, color, religion, sex (including pregnancy, childbirth or related medical conditions), National origin and ancestry, age, disability, family care status, veteran status, marital status, sexual orientation, or any other characteristic protected by law. The company will make reasonable accommodations for qualified individuals with known disabilities unless doing so would result in undue hardship on the Organization.
015	Accessibility	The Organization will be actively involved in processes to remove architectural, environmental, financial, attitudinal, employment, transportation, communication, community integration, and other barriers identified by persons' served, employees and/or stakeholders
014	Strategic Planning	The Board of Directors and Management of the Organization will conduct and implement Strategic Planning

POLICY #	POLICY TITLE	DESCRIPTION
013	Corporate Compliance	Deliver services in an environment characterized by strict conformance with the highest standards of accountability for administration, clinical, business, marketing and financial management.
012	Risk Management	The Organization shall have a risk management plan
011	Financial Matters between the Organization and Directors	Directors shall not engage in financial matters, either individually or collectively, with the Organization
010	Employee Protection (Whistleblower)	CROSSROADS will not knowingly retaliate against the complaining party
009	Executive Leadership Development and Evaluation	Annual conduct a formal review of the chief executives' leadership performance and the Organization's executive leadership succession plan.
008	Emergency Leadership	Provide, in the event of a temporary, planned or unplanned absence, for the orderly succession of key members of the Organization to assure the survival of Crossroads
007	Joint Ventures	The Organization may enter into "joint ventures", with other entities
006	Gift Acceptance	The Organization may accept all gifts that fit the charitable mission as defined by the Internal Revenue Service
005	Executive Compensation	Board of Directors authorizes the Executive Committee to approve compensation decisions for the President/CEO and the Chief Financial Officer
004	Corporate Ethics	Establish the Organization's core beliefs to guide the organization's attitudes and actions
003	Financial Planning and Management	Financial practices will be conducted in a manner that promotes the financial stability of the Organization
002	Investment	Establish guidelines for investments
001	Governance	Board of Directors will provide effective and ethical governance leadership on behalf of persons served and stakeholders interest to ensure that the Organization focuses on its purpose and outcomes for persons served, resulting in the Organizations long term success and stability