



HELIOS
HEALTHCARE, LLC

POLICY STATEMENT 2026

Helios Healthcare, LLC is committed to an Anti-Discrimination/Harassment and Cultural Competency Program. It is the policy of Crestwood Behavioral Health that all applicants, employees and persons we serve/consumers shall receive equal consideration and treatment. Helios Healthcare will provide an environment free from all illegal discrimination to all persons without regard to race, color, creed, religion, national origin, ancestry, age (40 or older), sex, sexual orientation, gender identity, marital status, disability, medical condition, appearance, Veteran status, or any other characteristic protected by federal, state, or local law.

Chad Arnold, Vice President of Human Resources, has been designated as the Anti-Discrimination/Harassment and Cultural Competency Officer for Crestwood Behavioral Health. Mr. Arnold is also responsible for administering program progress and initiating corrective action when it is appropriate.

Employees who may have inquiries, complaints or allegations of discrimination/harassment should follow the procedures outlined in the Employee Handbook.

It is the responsibility of the Facility Management Team, including all supervisors, to give this policy full support through active cooperation, inspirational leadership, and personal example. All Crestwood supervisors shall exert determined and sustained effort in support of the policies stated in Crestwood's Anti-Discrimination and Cultural Competency Program. This statement is being posted to provide this information to all staff and clients of Crestwood Behavioral Health. This statement will be reaffirmed and updated annually.

Derek J. Dobbins
President

1/5/2026

Date