

# OUR VALUES



## CORE VALUES

### Clinical Values

- We believe that all people have the capacity to learn and grow.
- We believe that people have the right to direct their own affairs, including the services they receive related to their psychiatric disability.
- We believe that all people are to be treated with respect, dignity and with a conscious and consistent effort to eliminate labeling or discrimination of any type, including discrimination based on disabling conditions.
- We believe in safeguarding the trust of persons in our care, respect them as individuals and seek to improve their conditions.

### Operating Integrity Values

- We commit to the principles of honesty, respect, discipline and openness.
- We aspire to reach the highest ethical standards established by MHK.
- We clearly communicate our values, processes and decisions to stakeholders.

### Teamwork Values

- We work together as a team.
- We inspire each other to greatness.
- We create partnerships with the people we serve to help them reach their goals.
- We act in harmony, support and synergy with the greater MHK organization.

### Quality Values

- We commit to providing programs and services that comply with best practice and current evidence in the field.
- We commit to the process of ongoing learning for all disciplines at MHK.
- We support each other to achieve balance in our lives in order to flourish both professionally and personally.
- We commit to strive constantly to improve our services.

## CORE PRINCIPLES

### Clinical Principles

- We commit to rehabilitation interventions that build on the strengths of each person and facilitate the process of recovery and the re-integration into community life.
- We commit to services that are delivered in a culturally competent manner and are integrated, coordinated, accessible and available as long as needed.
- We commit to services and assessments designed to address the unique needs of each individual, consistent with the individual's cultural values and norms.
- We commit to services that are normalized, community centered, culturally sensitive, and encompass the whole life of the individual.
- We commit to involvement and partnership of persons receiving services and family members in operations and evaluation.

### Business Principles

- We commit to programs and services based on written business plans, which are financially sustainable.
- We commit to providing our human resources with competitive wages, equal opportunity, relevant training and safe and appropriate working conditions.
- We commit to remain competitive in the business market by becoming a preferred behavioral resource, providing the best services, at competitive costs, with outcomes that make a difference in lives of persons we serve.