Diversity Statement*

We are committed to a training process that ensures that trainees develop the knowledge, skills, and attitudes to work effectively with members of the public who embody intersecting demographics, attitudes, beliefs, and values. Our training clinic is committed to providing an inclusive and welcoming environment for all members of our community. Consistent with this principle, CAPS policy requires that staff and trainees do not discriminate on the basis of age, gender, gender identity, race, ethnicity, culture, national origin, religion, sexual orientation, disability, or socioeconomic status in the services provided at our training site.

In some cases, tensions may arise for a trainee due to differences in beliefs or values with clients. Because trainees will have to navigate these sorts of clinical situations in their future practice careers, the CAPS training program has a responsibility to prepare students to do so in a safe and ethical manner. The CAPS training program will respectfully work with trainees as they learn how to effectively practice with a broad range of clients. Thus, trainees should expect to be assigned clients that may present challenges for them at some point in training.

If trainees do not feel comfortable or capable of providing competent services to a client because it conflicts with the trainee’s beliefs or values, it is the trainee’s responsibility to bring this issue to the attention of his/her supervisor. Because client welfare and safety are always the first priority, decisions about client assignment and reassignment are the responsibility of the supervisors and Training Committee.

*adapted from the sample policy statement written by the APA Education Directorate.