

## **CAPS Training Program Diversity Statement**

We are committed to providing a training process that ensures our trainees develop, practice, and integrate the knowledge, skills, and awareness of biases and attitudes to effectively work with individuals and groups who represent and embrace intersecting identities, demographics, attitudes, beliefs, and values. Our training program is committed to providing an inclusive and welcoming environment for all members of the UNLV campus community. Consistent with these multicultural and diversity principles, UNLV Counseling and Psychological Services (UNLV CAPS) policy requires that our staff and trainees do not discriminate on the basis of age, sex, gender, gender identity, gender expression, sexual orientation, race, ethnicity, culture, national origin, immigration status, language and linguistic differences, marital status, religion/spirituality, disability, physical appearance, or socioeconomic status in the services provided at our training site.

A specific competency area of a trainee's evaluation is individual and cultural diversity which includes self-awareness, knowledge, and skills as a culturally competent practitioner. Therefore, trainees have opportunities to receive both didactic training as well as experiential clinical work with a diverse clientele. UNLV CAPS Staff also engage in ongoing professional development once a month which includes topics in diversity. Trainees are expected to continue their multicultural learning journeys through their own research, and self-reflection regarding implicit biases, privilege, and oppression.

In some cases, difficulties may arise for a trainee due to differences in beliefs or values with clients and/or staff. Because trainees will have to navigate these sorts of clinical situations in their future practice careers, the UNLV CAPS training program has a responsibility to prepare students to do so in a safe and ethical manner. Therefore, UNLV CAPS training staff will respectfully work with trainees as they learn how to effectively practice working with a broad range of multicultural clients. If trainees do not feel comfortable or capable of providing culturally competent services to a client because it conflicts with the trainee's values, beliefs, or implicit biases, it is the trainee's responsibility to discuss these concerns and challenges with their primary supervisor and/or training director. 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.

### ***Accommodations for Trainees with Disabilities:***

The training program at UNLV CAPS is committed to providing access for all people with disabilities and will provide accommodations for the training experience if notified in advance. Trainees who have any questions regarding their circumstances or concerns as it pertains to their candidacy for the training experience are encouraged to contact UNLV CAPS' Assistant Director of Training Dr. Sonaly Silva, APPIC's Problem Consultation service for doctoral psychology interns (<http://www.appic.org/ProblemConsultation>). Requests for accommodations are made through Human Resources <https://www.unlv.edu/hr/benefits/workplace-accommodations>.

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