



MHA Philosophy

Ten Principles of Mental Health Recovery

- *Self-Directed*
- *Individualized & Person-Centered*
- *Empowered*
- *Holistic*
- *Non-Linear*
- *Strengths-Based*
- *Peer Supported*
- *Respectful*
- *Responsible*
- *Hopeful*



MHA Philosophy

PENNSYLVANIA CSP VISION STATEMENT

Every adult with a serious mental illness including persons with co-occurring disorders will enjoy the highest quality of life. Quality of life consists of inclusion in community, easy access to and choice of comprehensive services and supports, and multiple opportunities to enhance personal growth and recovery.



MHA Philosophy

STATEMENT OF NON-DISCRIMINATION

Employment of all persons by the Mental Health Association shall be based on qualifications for the position in question, regardless of age, race, religious creed, gender, marital status, national origin, ancestry, and political affiliation. The Mental Health Association shall comply with the Americans with Disabilities Act.



MHA Philosophy

SEXUAL HARRASSMENT

The Mental Health Association is opposed to sexual harassment of clients or employees regardless of the source of harassment. Employees may grieve sexual harassment using the grievance procedure.



MHA Philosophy

MHA Cultural Competency Policy Statement

Vision

All cultures are openly welcomed and valued, and multiculturalism is appreciated and practiced.

Mission

To enhance the value of our work through respectful curiosity of one another's culture and to develop a reciprocal relationship of mutual and caring learning.

Beliefs

- ✓ *We believe all people have strengths and challenges.*
- ✓ *We believe all people have a culture that guides their behavior.*
- ✓ *We believe all people uniquely contribute to the broader community through their culture.*
- ✓ *We believe our similarities as humans are as important as our cultural differences.*
- ✓ *We believe that embracing multiculturalism will improve our ability to do our work and enhance the value of our work.*
- ✓ *We believe that to be responsible we must first be responsive.*
- ✓ *We believe there is no one way to diversity. Diversity is the way.*
- ✓ *We believe the richness of all cultures deeply enriches our lives.*
- ✓ *We believe in building on the foundation of appreciation and understanding.*
- ✓ *We believe we can grow an organizational culture that lives these beliefs.*



MHA Philosophy

EMPLOYMENT PHILOSOPHY

WE BELIEVE:

- 1. all people deserve the opportunity to lead a productive life*
- 2. everyone deserves a second chance*
- 3. employment should be flexible enough to allow individuals to live with their illness without fear of losing their job*
- 4. everyone has the ability to make a difference in the lives of others*