

**Southwestern Regional EMS Council**  
**Diversity Policy**

The Southwestern Regional EMS Council does not discriminate on the basis of race, creed, color, religion, national origin, marital status, sex, sexual orientation, age, disability or social position.

As an all-volunteer organization, we are dedicated to the coordination of emergency medical services programs within Chautauqua, Cattaraugus and Allegany counties in a manner which reflects the diversity of the communities we serve. The Southwestern Regional EMS Council will ensure that our volunteer representatives are reflective of the communities in which our services are provided.

As prescribed in Article IV, section A, of our By-Laws, our membership includes representatives of ambulance services, emergency medical care committees, physicians, hospitals, health-planning agencies, fire department emergency and rescue squads, public health officers and the general public.

The Southwestern Regional EMS Council believes in treating all people with respect and dignity. We strive to create and foster a supportive and understanding environment in which all individuals realize their maximum potential within our organization, regardless of their differences.

We will endeavor to ensure that our policies, procedures and practices are free of deliberate or unintentional (systemic) barriers so that no one is disadvantaged.

Accordingly, we resolve that the membership committee annually conduct a review of our membership for consistency with Article 30, a demographic survey of the membership, and a statistical analysis of the information available through the US census data. Upon completion of the reviews, a report will be made to the Council. After the report is made, the Council will determine the level of compliance with the data.

\_\_\_\_\_ Chair  
\_\_\_\_\_ Vice Chair  
\_\_\_\_\_ Secretary  
\_\_\_\_\_ Treasurer  
\_\_\_\_\_ Past Chair

Adopted 2008  
Amended 2014