

NC DIVISION OF SERVICES FOR THE BLIND POLICIES AND PROCEDURES VOCATIONAL REHABILITATION

Section:	Preface
Title:	Agency Value Statement
Current Effective Date:	08/09
Revision History:	Revised 09/97; 04/08

Formerly From: Policy Manual

1. North Carolina Division of Services for the Blind (DSB) values individuals who are blind or visually impaired; they are our reason for existence. Therefore, we will:
 - Treat each individual with respect, dignity, equality, and trust.
 - Support each individual's right to reach his/her maximum potential.
 - Provide services of the highest quality to individuals.
 - Advocate for individuals and involve them in advocacy activities.
2. We value all staff as our greatest resource. Therefore, we will:
 - Treat all staff with respect, dignity, equality, and trust.
 - Make every effort to provide staff with the necessary resources to do their jobs, including a safe environment and supportive work atmosphere.
 - Provide staff with the opportunity to have input into the decision-making process and to exercise individual responsibility and professional autonomy.
 - Recognize and appreciate diversity.
 - Provide incentives to promote employee satisfaction, recognition, and employment longevity.
 - Provide opportunities for leadership development.
3. We value resources adequate to meet the needs of individuals who are blind or visually impaired. Therefore, we will:
 - Promote accountability to maximize benefits for individuals.
 - Advocate to maintain a university training program for professionals in the area of visual impairment.
 - Seek new funding sources.
4. We value effective leadership. Therefore, we will:
 - Be responsible to the needs and the concerns of individuals and staff.
 - Promote open, clear, and honest communication throughout the agency.
 - Encourage creativity and flexibility at all levels of the agency.
 - Promote public awareness of people who are blind or visually impaired and provide DSB services to meet their needs and enhance their abilities.
 - Develop and disseminate policies that are clear, fair, and consistently applied.
 - Advocate for appropriate technology that will enable agency-wide communication.