

Esprit de Corps Policy: Fostering Team Unity, Mutual Support, and Shared Purpose

Living Our Esprit de Corps

At Excelin Health, we are proud to introduce Esprit de Corps as the evolved identity of our Diversity, Equity, and Inclusion (DEI) initiative. More than a rebrand, Esprit de Corps is a reflection of who we are and how we serve—a team unified in mission, deeply supportive of one another, and committed to the shared well-being of our colleagues, our patients, and our communities.

Rooted in a military tradition, the term Esprit de Corps means “spirit of the group.” It embodies the sense of loyalty, belonging, and pride that connects people working toward a common goal. This is the foundation we aim to strengthen every day: a workplace culture where each person feels valued, connected, and inspired to contribute fully.

Purpose

The purpose of this policy is to promote a workplace culture built on trust, camaraderie, and purpose-driven collaboration. While grounded in the principles of diversity, equity, and inclusion, our approach goes further cultivating the spirit of unity that allows us to grow stronger together and deliver exceptional care to those we serve.

Scope

This policy applies to **all employees, contractors, and representatives** of Excelin Health, across all roles, locations, and care settings.

Our Commitment to One Another

Our commitment to Esprit de Corps is more than compliance, it’s a promise to each other. We believe:

- We are stronger as a team than as individuals.

- Mutual respect, empathy, and trust are the foundations of high-performing teams.
- Each person brings unique value that contributes to our shared mission.

We work intentionally to foster an environment where every person:

- Is treated with dignity and respect
- Feels a sense of safety, inclusion, and belonging
- Is supported in personal and professional growth
- Knows they are part of something meaningful

Core Pillars of Esprit de Corps

We strive to build a culture that exemplifies:

- **Team Unity** – Collaborating across roles, backgrounds, and departments with shared goals and mutual trust.
- **Mutual Support** – Encouraging, uplifting, and helping one another grow through kindness, feedback, and care.
- **Shared Loyalty** – Staying committed to our team and our patients, even through challenges, with unwavering dedication.

These values are supported through fair and inclusive practices in hiring, training, development, leadership, and communication.

Responsibilities of All Employees

Every member of our team contributes to the spirit of unity. We expect employees to:

- Show respect and kindness to all colleagues and patients.
- Embrace differences as a source of team strength.
- Take the initiative to include, support, and uplift others.
- Address and report behaviors that damage team cohesion or violate the spirit of inclusion with management.
- Participate in ongoing learning and reflection to better support one another.
- Set annual personal goals aligned with our Esprit de Corps values.

Leadership Responsibilities

Leaders play a vital role in sustaining our Esprit de Corps. Leaders are expected to:

- Foster safe, collaborative team environments where all voices are welcomed.
- Model respect, accountability, and inclusive leadership behaviors.
- Ensure employment decisions are equitable and bias-aware.
- Provide accommodations and support based on individual needs.
- Address discrimination, bullying, or exclusion swiftly and compassionately.
- Champion opportunities for team connection, growth, and shared purpose.

Reporting Concerns

Team unity requires transparency and accountability. Any employee who feels their dignity, safety, or belonging has been compromised is encouraged to speak up. Reports can be made confidentially or anonymously through:

- **Online:** <http://excelin.ethicspoint.com>
- **Phone:** compliance hotline 844-660-3970 |
- **Phone:** Direct: 361-772-6331
- **Email:** compliance@excelin.com
- **Mail:** Office of Compliance, Excelin Health Services, 1212 Corporate Dr, Ste 270, Irving, TX 75038

Conclusion: One Team. One Mission.

At Excelin Health, we believe that **our unity is our strength**, and our shared purpose gives our work meaning. Esprit de Corps is not just a concept, it's the way we work, lead, and care. By standing together in mutual support and loyalty, we create an environment where every team member can thrive, and every patient can feel the difference.

Let's continue building a workplace culture that lifts each other up and moves us forward unified in mission, stronger in spirit.

#EspritDeCorps | #OneTeamOneMission

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Regulatory References

This policy aligns with applicable federal and healthcare regulations and guidelines that promote a safe, inclusive, and respectful workplace:

- *Title VII of the Civil Rights Act of 1964 (42 U.S.C. §2000e)*
- *Americans with Disabilities Act (ADA, 42 U.S.C. §12101 et seq.)*
- *Age Discrimination in Employment Act (ADEA, 29 U.S.C. §621 et seq.)*
- *Genetic Information Nondiscrimination Act (GINA, 42 U.S.C. §2000ff)*
- *Equal Pay Act of 1963 (29 U.S.C. §206(d))*
- *Occupational Safety and Health Act (OSHA, 29 U.S.C. §654)*
- *Section 1557 of the Affordable Care Act (42 U.S.C. §18116)*
- *Centers for Medicare & Medicaid Services (CMS) Conditions of Participation (42 CFR §482.13)*
- *HIPAA Privacy and Security Rules (45 CFR Parts 160, 164)*
- *EEOC Regulations and Guidance*
- *Joint Commission Standards on Diversity, Equity, and Inclusion*
- *Whistleblower Protections under SOX and OSHA*
- *False Claims Act (31 U.S.C. §§3729–3733)*

Revision Tracker

Action (New, Major Revision, Minor Revision, Review, Retired)	Date	Developer/Responsible Party	Approval by Committee	Approval by Board	Comments
New	04/03/2024	Compliance	04/18/2024	06/05/2024	Implementation date 06/05/2024
Minor Revision	06/30/2025	Compliance			Rebranding; New Name