



# GRAFTON

INTEGRATED HEALTH NETWORK





Working at Grafton is more than a job. It's a calling.

Grafton Integrated Health Network supports people with intellectual, developmental, and complex mental health challenges.

**Our greatest asset is our multidisciplinary team of extraordinary people.**

Our team is comprised of hundreds of caring professionals, including physicians, nurses, direct service professionals, teachers, and various types of therapists, such as speech, occupational, and behavioral.

**Do you feel called to help people with intellectual, developmental, and complex mental health challenges unlock their potential? Then join us!**

Grafton provides education, residential, and community-based services.



Our services are offered at multiple locations in Virginia (Berryville, Richmond, Winchester, and Loudoun County) and in Cold Spring, Minnesota.



## Our philosophy of Comfort vs. Control® means that we work hard every day to create a supportive, caregiving environment for our clients and staff.

More than a decade ago, Grafton implemented an organization-wide initiative to minimize and, where possible, eliminate the use of coercive techniques, such as restraint (hands-on control) and seclusion (isolation). The results are increased safety for all, improved quality of services, and a reduction in negative encounters and events.

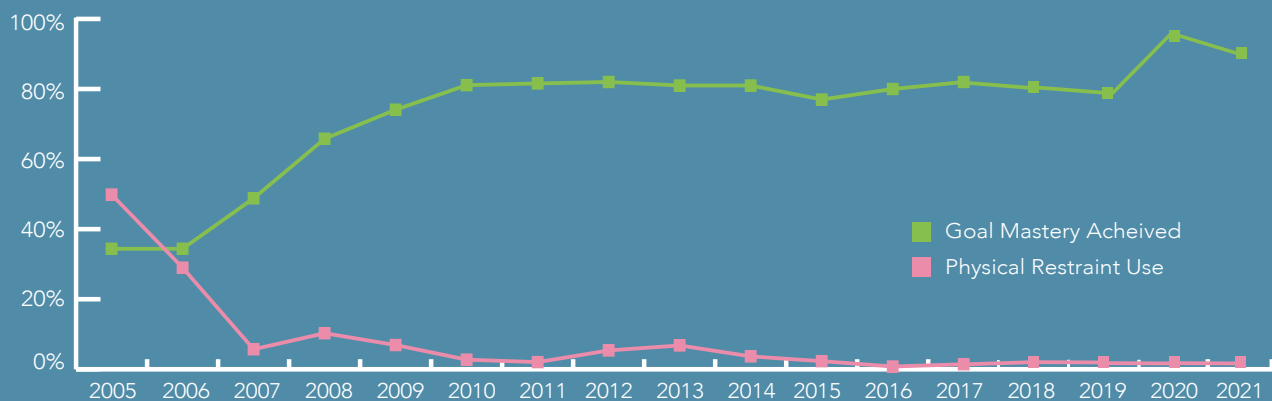
Grafton is so committed to this approach that we created Ukeru Systems®, a trauma-informed crisis management technique rooted in the belief that physical restraints are not only unnecessary but also unproductive, and that all intervention should be built on an approach of comfort versus control.



## We offer solutions to help individuals unlock their potential and achieve goals that they didn't know were possible.

In 2004, Grafton implemented a formal "Goal Mastery" initiative to ensure that the objectives determined for our clients are well-defined, meaningful, and measurable. We carefully identify, monitor, and evaluate progress and use the data we gather to guide treatment planning and approaches. Through the Grafton Goal Mastery process, we continue to provide individuals with the support they need to make meaningful and sustainable improvements in their functioning and quality of life.

### Goal Mastery



We're proud of the national and international recognition these innovative treatment approaches have received.

## Do you feel called to:

- Build positive relationships with children and adults who are working to overcome trauma and behavioral health challenges?
- Learn from nationally recognized experts?
- Collaborate with a team of nurses, doctors, therapists, teachers, case managers, speech therapists, occupational therapists, and more?
- Take advantage of shift flexibility, generous benefits, and tuition reimbursement?

## Then join us!

### Grafton provides competitive benefits including:

#### Healthcare

- 100% coverage for routine preventative care as well as other in-network benefits
- Prescription drug coverage
- Dental and vision coverage
- Flexible spending accounts

#### Long-term Financial Planning

- 401K
- Voluntary life insurance

#### Work/life Balance

- Educational assistance program
- Paid time off, based on length of employment
- Employee assistance program
- Short-term and long-term disability

#### Professional Development

- Continuing education opportunities
- Tuition reimbursement



Visit

[www.Grafton.org/careers](http://www.Grafton.org/careers)

to learn more.