

### Policy

In accordance with Title VI of the Civil Rights Act of 1964 and its implementing regulation, the agency will, directly or through contractual or other arrangement, admit and treat all persons without regard to race, color, religion, sex, sexual orientation, handicap or national origin in its provision of services and benefits, including assignments or transfers within facilities.

In accordance with Section 504 of the Rehabilitation Act of 1973 and its implementing regulations, the agency will not, directly or through contractual or other arrangements, discriminate on the basis of handicap (mental or physical) in admissions, access, care or employment. The Administrator has been designated as the coordinator for implementation of this policy.

In accordance with the Age Discrimination Act of 1975 and its implementing regulation, the agency will not, directly or through contractual or other arrangements, discriminate on the basis of age in the provision of services unless age is a factor necessary to the normal operation or the achievement of any statutory objective.

In accordance with Title II of the American with Disabilities Act of 1990, the agency will not, on the basis of disability, exclude or deny a qualified individual with a disability from participation in, or benefits of, the services, programs or activities of the agency.

### Procedure

1. Patient care will be provided in a manner that does not discriminate against persons regardless of race, sex, color, national origin, ancestry, religious creed, handicap or age.
2. Staff, whether employees or contractors, will be hired regardless of race, sex, color, national origin, ancestry, religious creed, handicap or age.
3. Reasonable accommodation will be provided for any handicapped employees.
4. Staff will be assigned to patient cases regardless of race, sex, color, national origin, ancestry, religious creed, handicap or age.
5. All possible issues of discrimination should be reported immediately to the Administrator.
6. All patients and agency staff/contractors are made aware that complaints of potential discriminatory behavior may be filed with the Pennsylvania Department of Health by calling 866-826-3644 or the Office of Equal Opportunity, Pennsylvania at 717-737-5349 and/or the Pennsylvania Human Relations Commission at 717-787-4410 or for the hearing impaired by calling 717-783-9308.
7. The following statement will be printed on brochures and other public materials: "Patient care will be provided in a manner that does not discriminate against persons regardless of race, sex, color, national origin, ancestry, religious creed, handicap or age."