

# **NONDISCRIMINATION POLICY**

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In accordance with Title VI of the Civil Rights Act of 1964 and its implementing regulation, Advanced Health Systems will not, directly or through contractual arrangements, discriminate on the basis of race, color or national origin in its admissions or its provision of services and benefits, including assignments or transfers or referrals to or from this facility.

In accordance with Section 504 of the Rehabilitation Act of 1973 and its implementing regulation, Advanced Health Systems will not, directly or through contractual arrangements, discriminate on the basis of disability in admissions, access, treatment or employment.

In accordance with the Age Discrimination Act of 1975 and its implementing regulation, Advanced Health Systems 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 normal operations or the achievement of any statutory objective.

## **Nondiscrimination Grievance Procedure For Patients/Clients, Visitors and Employees**

Advanced Health Systems has adopted an internal grievance procedure providing for prompt and equitable resolution of complaints alleging any action prohibited by (1) the regulation of the U.S. Department of Health and Human Services, 45 CFR Part 84, implementing Section 504 of the Rehabilitation Act of 1973 as amended, 29 U.S.C. 794 (hereinafter Section 504) or (2) the regulation of the U.S. Department of Justice, 28 CFR Part 3, implementing subtitle A of Title II of the Americans with Disabilities Act of 1990, 42 U.S.C. 12131 (hereinafter ADA).

Section 504 states in part, "No otherwise qualified handicapped individual ... shall, solely by reason of his handicap, be excluded from the participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving Federal financial assistance."

ADA states in part, “No qualified individual with a disability shall, on the basis of disability, be excluded from participation in or be denied the benefits of the services, programs, or activities of a public entity, or be subjected to discrimination by any public entity.”

The laws and regulations may be examined in the office of the director of Advanced Health Systems who has been designated to coordinate the efforts to comply with the regulations.

### **Procedure**

1. A complaint should be filed in the office of the Section 504/ADA Coordinator within a reasonable time after the person filing the complaint becomes aware of the action alleged to be prohibited by the regulations.
2. A complaint may be filed in writing or verbally; it should contain the name and address of the person filing it and briefly describe the action alleged to be prohibited by the regulations.
3. The director or his/her designee shall conduct such investigation of a complaint as may be appropriate to determine its validity. These rules contemplate informal but thorough investigations, affording all interested persons and their representatives, if any, an opportunity to submit evidence relevant to the complaint.
4. The director of Advanced Health Systems shall issue a written decision determining the validity of the complaint no later than thirty (30) days after its filing.
5. The director and/or their designee will maintain the files and records relating to complaints filed hereunder. To expedite their resolution, the director and/or their designee may assist persons with the preparation and filing of complaints, as well as participate in the investigation of complaints.
6. The right of a person to prompt and equitable resolution of the complaint filed hereunder shall not be impaired by the person's pursuit of other remedies such as the filing of a Section 504/ADA complaint with the Office for Civil Rights of the U. S. Department of Health and Human Services. Utilization of this grievance procedure is not a prerequisite to the pursuit of other remedies.
7. Determinations made under these procedures shall be liberally constructed to protect the substantial rights of interested persons, to meet appropriate due process standards and to assure the compliance of this department/facility with Section 504 and ADA and the implementing regulations.