

**SUBJECT:** Non-Discrimination in Services Policy Posting

**TO:** Patients/clients/Residents/Parents and all applicable

**FROM:** Edward Yongo, President and Chief Executive Officer

Admissions, the provisions of services, and referrals of clients shall be made without regard to race (to include hair type, hair texture, or hair style), color, religious creed (to include all aspects of religious observances and practice, as well as belief), disability, ancestry, national origin (including Limited English Proficiency), age (40 and over), genetic information or sex (to include pregnancy status, childbirth status, breastfeeding status, sex assigned at birth).

Program services shall be made accessible to eligible persons with disabilities through the most practical and economically feasible methods available. These methods include, but are not limited to, equipment redesign, the provision of aides and the use of alternative service delivery locations. Structural modifications shall be considered only as a last resort among available methods.

Any individual/client/patient/student (and/or their guardian) who believes they have been discriminated against, may file a complaint of discrimination with:

<p><b>Compliance Officer</b>    95 West Beau Street Suite 420    Washington, PA 15301</p>	<p><b>Office for Civil Rights</b>    U.S. Department of Health and Human Services    Centralized Case Management Operations    200 Independence Avenue, S.W.    Room 509 HHH Bldg    Washington, D.C. 20201    Customer Response Center: (800) 368-1019    TDD: (800) 537-7697  <a href="https://www.hhs.gov/ocr/complaints">https://www.hhs.gov/ocr/complaints</a>    Email: <a href="mailto:ocrc.complaint@hhs.gov">ocrc.complaint@hhs.gov</a>  <b>(Within 180 days from the date of incident)</b></p>
<p><b>Pennsylvania Human Relations Commission</b>    333 Market Street, 8th Floor    Harrisburg, PA 17101  <a href="https://www.phrc.pa.gov/Complaints/Pages/How-to-File-a-Complaint.aspx">https://www.phrc.pa.gov/Complaints/Pages/How-to-File-a-Complaint.aspx</a>    Inquiries: (717) 787-4410    TTY users only: (717) 787-7279  <b>(Within 180 days from the date of incident)</b></p>	
<p><b>Commonwealth of Pennsylvania</b>  <b>Department of Human Services</b>  <b>Bureau of Equal Opportunity</b>    Room 225, Health &amp; Welfare Building    P.O. Box 2675 Harrisburg, PA 17120    Inquiries: (717) 787-1127    Email: <a href="mailto:RA-PWBEOAO@.pa.gov">RA-PWBEOAO@.pa.gov</a>  <b>(Within 90 days from the date of incident)</b></p>	