

DREW MEMORIAL HOSPITAL

Memo

Subject: Description of Methods used to disseminate Nondiscrimination Policy

Effective: September 1, 2012

Policy Owner: Administrative

Type of Policy: Departmental

Policy Distribution: Administrative Manual

Purpose: This procedure establishes the department's Methods of Administration to ensure Nondiscrimination and equal opportunity in service delivery in accordance with state and federal laws. (see Nondiscrimination Policy)

A. The policies prescribed in this procedure apply to all department sponsored programs and activities involved in providing equally effective and equally accessible quality services to Department of Health clients and potential clients.

1. No person shall on the basis of age, color, disability, national origin, race, religion or sex be excluded from participation in, be denied benefits of, or be subjected to unlawful discrimination under any program or activity receiving or benefiting from federal financial assistance and administered by the department.
2. No person shall be retaliated against, harassed, intimidated, threatened, coerced or discriminated against for making a charge, testifying, assisting or participating in any manner in an investigation, proceeding or hearing, or for opposing alleged unlawful discriminatory practices prohibited by this policy or related to state and federal laws, rules and regulations.

B. Department of Health programs and contracted service providers providing aids, benefits or services to Department of Health clients or potential clients may not on the basis of age, color, disability, national origin, race, religion or sex (except as provided by federal law):

1. Deny any individual the opportunity to participate in or receive the aid, benefit or service provided.
2. Provide any individual any service, financial aid or other benefit that is different or is provided in a different manner from that provided to others.
3. Afford or provide an individual an opportunity to participate in or receive aid, benefit or service that is not equal to that afforded or provided to others.
4. Subject an individual to segregated, different or separate treatment in any manner related to receipt of aid, benefit or service unless such action is necessary to provide qualified

persons with disabilities with aid, benefits or services that are as effective as those provided to others.

5. Treat an individual differently from others in determining admission, enrollment, quota, eligibility, membership or other requirement or condition which must be met in order to receive any aid, benefit or service provided. (The exclusion of persons from the benefits of a program limited by federal statute or executive order to a specific class of persons is not prohibited.)

Drew Memorial's notice of nondiscrimination is communicated to all participants, beneficiaries, and other interested persons via multiple methods, including but not limited the following: The notice is placed in public areas, in public registration areas and on Drew Memorial's website.