

B.I.A. Homecare Services

Non-Discrimination Policy Statement

B.I.A. Homecare Services provides all services and referrals relative to patient care and employment actions to any eligible and qualified individual regardless of race, sex (including pregnancy, sexual orientation, or gender identity), color, ancestry, religious creed, handicap, age, genetic information (including family medical history) or national origin (including persons with Limited English Proficiency). B.I. A. Homecare Services does not exclude, deny benefits to, or otherwise discriminate against any person on the grounds of race, color, national origin, or on the basis of disability or age in admission to, participation in, or receipt of the services and benefits under any of its programs and activities, whether carried out by B.I.A. Homecare Services directly or through a contractor or any other entity with which B.I.A. Homecare Services arranges to carry out its programs and activities. The non-discrimination policies of B.I.A. Homecare Services apply to all patients/families served, employees and contractors. Discrimination of any type is illegal and will not be tolerated by B.I.A. Homecare Services.

In accordance with Section 504 of the Rehabilitation Act of 1973 and its impending regulation, B.I.A. Homecare Services will not directly or through contractual agreements, discriminate on the basis of disability in admission, access, treatment or employment. Employment Opportunities shall be provided for applicants with disabilities and reasonable accommodation(s) shall be made to meet the physical or mental limitations of qualified applicants or employees.

Employees can report discrimination to any manager or administrator of B.I.A. Homecare Services. A prompt, thorough and impartial investigation of the complaint(s) will commence. When necessary a prompt and effective corrective and preventive action will be had.

Employees will not be punished for reporting discrimination, participating in discrimination investigation or lawsuit or opposing discrimination. B.I.A. Homecare Services will protect the confidentiality of the employee(s) who report discrimination or participate in a discrimination investigation, to the greatest possible extent.

In accordance with the Age Discrimination Act of 1975 and its implementing regulation, B.I.A. Homecare Services 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.

If you feel that you have or may have been discriminated against,, please feel free to contact the appropriate office to report your claim.

**Commonwealth of Pennsylvania
Department of Human Services
Bureau of Equal Opportunity
Room 225, Health & Welfare Building
P.O. Box 2675
Harrisburg, PA 17105**

**PA Human Relation Commission
Pittsburgh Regional Office
301 Fifth Avenue
Suite 390, Piatt Place
Pittsburgh, PA 15222**

**Commonwealth of Pennsylvania
Department of Human Services
Bureau of Equal Opportunity
Western Regional Office
301 Fifth Avenue
Suite 410, Piatt Place**

**US Department of Health & Human Services
Office for Civil Rights
Suite 372, Public Ledger Building
150 South Independence Mall West
Philadelphia, PA 19106-9111
Pittsburgh, PA 15222-1210**