

# EQUAL OPPORTUNITY AND NON-DISCRIMINATION POLICY:



LHC affirms its personal commitment to fairness and equal opportunity for all Employees and Patient's it faithfully serves. LHC values diversity and seek the most qualified and talented Employees and Staff from diverse backgrounds.

## **POLICY:**

No LHC Employee shall discriminate against any other Employee, Patient or potential Patient for employment and or home care services because of race, color, religious creed, age, sex, ancestry, union membership, sexual orientation, gender identity, national or ethnic origin, disability or because the other Employee or Patient is/has been a victim of a violent crime (including crimes involving domestic violence). All matters related to recruiting, hiring, compensation, benefits, promotions, transfers, wellness programs, terminations, layoffs, returns from layoff, home care-sponsored training, education, and tuition reimbursement will be administered without regard to race, color, religious creed, age, sex, ancestry, union membership, sexual orientation, gender identity, national or ethnic origin, disability, and without regard to whether the person is a victim of a violent crime (including crimes involving domestic violence).

## **VIOLATIONS OF THIS POLICY:**

All treatment on or at Patient assignment and LHC offices must be free from discriminatory practices. Employees found to have violated this Policy will be subject to disciplinary action up to and including termination of employment.

## **ADA POLICY AND ACCOMMODATIONS:**

LHC will not engage in any unlawful discriminatory practices against any citizen, person, department, board, commission, institution, agency, state or local government, school district, or any entity or individual served/serviced by LHC. In addition to the above and consistent with applicable law, it is the policy of LHC not to discriminate against qualified individuals with disabilities. Reasonable accommodations will be provided in accordance with the law. Should you require additional services due to any injury and or disability please contact our office and alert us of such need or services and reasonable accommodations will be provided in accordance with the law.

## **CONTACT AND REPORT:**

If you believe you have been sexually harassed in violation of LHC's Sexual Harassment Policy, please contact the Agency Administrator IN ADDITION, you may contact:

**The Office of Equal Opportunity**  
316-E Finance Building  
Harrisburg, PA 17120-0018  
(717) 705-3691

**The Pennsylvania Human Relations Commission**  
301 Chestnut Street  
Suite 300  
Harrisburg, PA 17101-2515  
(717) 783-8274

**The Pennsylvania Department of Health**  
Health and Welfare Building  
8th Floor West  
625 Forster Street Harrisburg, PA 17120  
1-800-254-5164