



Non-Discrimination Policy

Purpose: To establish a process that ensures all services provided by Convergent Care are done in a safe, fair, and non-discriminatory manner.

Scope: Convergent Care fully complies with each of the following:

- Title VI of the Civil Rights Act of 1964 (42 USCA – 2000d – 2000d4)
- Section 504 of the Rehabilitation Act (29 USCA – 794)
- The Pennsylvania Human Relations Act (43 PS – 951-963)

Convergent Care does not deny service, employment, or otherwise discriminate against potential or actual consumers, including MA recipients, or employees on the grounds of race, color, creed, handicap, ancestry, national origin, age, or sex. Reasonable accommodations will be made for all such groups.

Procedure: All Agency Employees shall:

- Ensure that all eligible potential or actual participants receive services if they so choose, in the same manner as any other agency participant—that are provided in a safe and fair manner, and in accordance with agency standards and policies;
- Make participants aware of their rights regarding discrimination, and assist them in filing a complaint, if requested;
- Ensure that information on how to file a complaint is reviewed with each participant and in his/her medical file, and present in the office for easy access;
- Immediately report any violations of possible or actual discrimination to the Chief Executive Officer/Administrator.