

CENTRAL STATE HOSPITAL  
POLICY

SUBJECT: **NON-DISCRIMINATION IN SERVICES**

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ANNUAL REVIEW MONTH: February

RESPONSIBLE FOR REVIEW: CSH Compliance Officer

LAST REVISION DATE: February 2008

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Title VI of the Civil Rights Act of 1964 provides that no person in the United State shall, on the grounds of race, color, or national origin, be excluded from participation in, be denied benefits of, or be otherwise subjected to discrimination under any program or activity receiving federal financial assistance.

Section 504 of the Federal Rehabilitation Act of 1973 prohibits discrimination against qualified handicapped persons, thereby ensuring them of equal opportunity to participate in and benefit from programs and activities receiving federal financial assistance.

The Department of Human Resources (DHR) Administrative Policy and Procedure Manual, Part XV.A.2, Admission to Services states, "No person shall, on the grounds of political affiliation, religion, race, color, sex, physical handicap, or national origin be excluded from participation in, be denied the benefits of, or otherwise be subjected to discrimination under any program or activity conducted or supported by the Department".

The hospital will comply with and administer all of its programs in conformity with Title VI of the Civil Rights Act of 1964, Section 504 of the Rehabilitation Act of 1973 and DHR policy. Compliance with these laws and policies shall also be required of all individuals, agencies and organizations to whom the hospital makes referrals or from whom services are purchased. The hospital will not discriminate, either directly or through contractual arrangements, on the grounds of political affiliation, religion, race, color, sex, handicap, age or national origin. The hospital will not:

- a. deny an eligible person any services, financial aid or other benefits under the program;

- b. provide services, financial aid, or other benefits to a person which is different, or is provided in a different manner, from that provided to others under the program;
- c. subject a person to segregation or separate service in any matter related to the receipt of any service, financial aid, or other benefits under the program;
- d. restrict a person in any way in the enjoyment of an advantage or privilege enjoyed by others receiving any service, financial aid, or other benefits under the program;
- e. treat a person differently from others in determining whether a person satisfies any admission enrollment, quota, eligibility, membership, or other requirement or condition which individuals must meet in order to be provided services under the program;
- f. deny a person an opportunity to participate in the program through the provision of services or otherwise afford a person an opportunity to do so which is different from that afforded others under the program;
- g. deny a person the opportunity to participate as a member of a planning or advisory body which is an integral part of the program; or
- h. select sites or locations for facilities which have the effect of excluding persons from programs, denying them the benefits of services, or subjecting them to discrimination.

This policy further provides that when care, treatment and services are subject to internal or external review that results in the denial of care, treatment, services or payment, Central State Hospital shall make provisions for ongoing care, treatment and services, or discharge based on the assessed needs of the patients.

The CSH Compliance Officer is delegated authority and responsibility for carrying out actions necessary to ensure compliance with Title VI and Section 504 of the Rehabilitation Act of 1973. He/she is authorized to issue detailed operating procedures and instructions which, when approved by the Facility Administrator, shall have the force and effect of hospital policy.

Title VI and Section 504 relate to services and benefits provided to consumers and usually do not apply to employment, promotion, or any other personnel action.

NOTE: Refer to DHR Human Resource/Personnel Policy 101 - Equal Employment Opportunity and Unlawful Discrimination.

**Approved:**

**This policy has been approved by the CEO and CMO in March, 2008.**