

Title: PATIENT NONDISCRIMINATION

Scope:

This policy applies to every MultiCare Health System (MHS) staff member, including employees, employed physicians, medical staff members, contracted services staff, and volunteers ("MHS Personnel") vendors, guests/visitors to MultiCare premises, and patients.

Policy Statement:

As a recipient of Federal financial assistance, MHS does not exclude, deny benefits to, or otherwise discriminate against any person on the basis of race, color, creed, religion, gender, age, disability status, national origin, sexual orientation, marital status or any other illegal basis in admission to, participation in, or receipt of the services and benefits under any of its programs and activities, whether carried out by MHS directly or through a contractor of any other entity with which MHS arranges to carry out its programs and activities.

This policy applies to MHS Personnel's interactions with patients, vendors, guests, and visitors of MHS. For questions regarding employment discrimination involving MHS, please see the MHS Policy and Procedure "*Equal Employment Opportunity and Employment Law.*"

This statement is in accordance with the provisions of Title VI of the Civil Rights Act of 1964 (which prohibits discrimination on the basis of race, color and national origin), Section 504 of the Rehabilitation Act of 1973 (which prohibits discrimination on the basis of disability), the Age discrimination of 1975 (which prohibits discrimination on the basis of age), the Regulations of the U.S. Department of Health and Human Services issued pursuant to these statutes at Title 45 Code of Federal Regulations Parts 80, 84, and 91, and corporate policy (which prohibits discrimination on the other bases).

For questions call the Corporate Compliance Hotline at 459-8300

Special Instructions:

Any person who believes they or any specific class of individuals have been subjected to prohibited discrimination, such person may file a complaint under MHS' Patient Grievance Procedure.

The availability and use of this grievance procedure does not prevent a person from filing a complaint of discrimination with the U.S. Department of Health and Human Services, Office for Civil Rights.

No person will suffer retaliation for reporting discrimination, filing a complaint or cooperating in an investigation of a discrimination complaint.

	<p>Procedure:</p> <p>MHS Personnel shall not:</p> <ol style="list-style-type: none"> 1. Deny an individual service, financial aid or other benefit provided under the program providing federal financial assistance (the program); 2. Provide any service, financial aid, or other benefit to an individual which is different, or is provided in a different manner, from that provided to others under the program; 3. Subject an individual to segregation or separate treatment in any matter related to his receipt of any service, financial aid, or other benefit under the program; 4. Restrict an individual in any way in the enjoyment of any advantage or privilege enjoyed by others receiving any service, financial aid, or other benefit under the program; 5. Treat an individual differently from others in determining whether they satisfy any admission, enrollment, quota, or eligibility that individuals must meet in order to be provided any service, financial aid, or other benefit provided under the program; 6. Deny an individual an opportunity to participate in the program through the provision of services or otherwise afford him an opportunity to do so which is different from that afforded others under the program.
	<p>Related Policies:</p> <p>MHS P & P: <i>"Equal Employment Opportunity and Employment Law"</i></p> <p>MHS P & P: <i>"Employee Complaint/Grievance Procedure"</i></p> <p>MHS P & P: <i>"Patient Grievances"</i></p>
	<p>References:</p> <p>Title VI of the Civil Rights Act of 1964, Section 504 of the Rehabilitation Act of 1973, the Age Discrimination Act of 1975, and Regulations of the U.S. Department of Health and Human Services issued pursuant to:</p> <ol style="list-style-type: none"> 1. 45 C.F.R. § 80 (2012) – Nondiscrimination under programs receiving Federal assistance through the Department of Health and Human Services effectuation of Title VI of the Civil Rights Act of 1964. 2. 45 C.F.R. § 84 (2012) – Enforcement of nondiscrimination on the basis of handicap in programs or activities conducted by the Department of Health and Human Services. 3. 45 C.F.R. § 91 (2012) – Nondiscrimination on the basis of age in programs or activities receiving Federal financial assistance from HHS. <p>29 U.S.C. § 794 – Nondiscrimination under Federal grants and programs.</p>
	<p>Point of Contact:</p> <p>Corporate Compliance & Internal Audit 459-7919</p>
<p>Approval By:</p> <p>Quality Steering Council</p>	<p>Date of Approval:</p> <p>8/12; 10/15</p>
<p>Original Date:</p>	<p>6/12</p>

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Reviewed with no Changes Dates:	<i>none</i>

Distribution: MHS Intranet