

**DIGNITY HEALTH  
ADMINISTRATIVE POLICY AND PROCEDURE**

**FROM:** Dignity Health Human Resources

**SUBJECT:** Nondiscrimination under Title VII, Section 504 and Age  
Discrimination Act

**EFFECTIVE DATE:** October 30, 2015

**REVISED:** April 8, 2013; January 17, 2012; March 26, 2008

**ORIGINAL EFFECTIVE DATE:** March 26, 2008

**REPLACES:**

<b>APPLIES TO:</b>	System Offices:	<u>X</u>
	Acute Care Entities:	<u>X</u>
	Non-acute Care Entities:	<u>X</u>

**I. POLICY**

It is the policy of Dignity Health and its facilities not to exclude, deny benefits to, or otherwise discriminate against, any participants, beneficiaries, applicants, and employees, including sensory-impaired persons, on the grounds of race, color, national origin, disability, age, sexual orientation or gender identity and expression, in admission to, participation in, or in receipt of the services and benefits of any of its programs and activities or in employment therein, whether carried out by Dignity Health directly or through a contractor or any other entity with whom Dignity Health arranges to carry out its programs and activities.

**II. PURPOSE**

The purpose of this policy is to promote equal access to services and benefits to all individuals.

### **III. DEFINITION**

This policy is in accordance with the provisions of Title VII of the Civil Rights Act of 1964 (non-discrimination on the basis of race, color and national origin), Section 504 of the Rehabilitation Act of 1973 (non-discrimination on the basis of disability), the Age Discrimination Act of 1975 (non-discrimination on the basis of age), and Regulations of the U.S. Department of Health and Human Services issued pursuant to the Acts, Title 45 Code of Federal Regulations parts 80, 84, and 91 and other agency guidance (non-discrimination on the basis of sexual orientation).

In case of questions concerning this policy, or in the event of a desire to file a complaint alleging violations of the above, please contact:

Marian Bell-Holmes  
Vice President, Human Resources  
Dignity Health  
10901 Gold Center Drive, Suite 300  
Rancho Cordova, CA 95670  
(916) 631-3063  
California Relay Information

To reach a toll-free MCI / CRS operator:  
TTY users call 1-800-735-2929  
Non-TTY users call (calling by voice) 1-800-735-2922  
<http://globalrelay.mci.com>

To reach a toll-free Sprint / CRS operator:  
TTY users call: 1-877-735-2929  
Non-TTY users (calling by voice): 1-888-877-5379  
<http://www.sprint-crs.com>

To reach a toll-free Speech-to-Speech operator:  
Speech to Speech users: 1-800-854-7754

### **III. PRINCIPALLY AFFECTED DEPARTMENT:**

All entities including, but not limited to, hospitals, ambulatory surgery centers, home health agencies and Dignity Health -affiliated clinics.

**IV. GUIDELINES:**

- A. This policy is posted and available in the Human Resources department and public areas accessible to all.
- B. Copies of this policy are available in the Human Resources department and Patient Registration.