

It is the policy of Main Line Fertility Center to develop and maintain an environment of non-discrimination and provide the community and the Center's employees with a facility and work place that is free from discrimination.

In compliance with Title VI of the Civil Rights Act of 1964; Title VI of the Civil Rights Act of 1964 (Title VI), Title IX of the Education Amendments of 1972 (Title IX), Section 504 of the Rehabilitation Act of 1973 (Section 504), the Age Discrimination Act of 1975 (Age Act), Section 1557 of the Affordable Care Act (ACA) of 2010, and the Pennsylvania Human Relations Act, the Center does not discriminate against any individual who presents for care or employment on the grounds of:

- race
- color
- national origin
- language(s) spoken
- ancestry
- age
- gender
- gender expression and identity
- sexual orientation and stereotyping
- religious creed
- disability
- marital or veteran status

At no time will any individual, be excluded from participation in, be denied benefits of, or otherwise be subject to discrimination in the provision of any care, services provided or employment opportunities at the Center. The Center's non-discrimination notification is provided to the patient's and their families through the Patient Rights and Responsibilities brochure and the Patient Guide. Staff members are informed of the facility's non-discrimination policies through annual in-services regarding Patient Rights and Responsibilities and through Equal Opportunity Employment (EOE) information. A copy of the full notice of the Center's non-discrimination policy is available at the reception area of the facility. Staff is required to sign notification of receipt of the facility's non-discrimination policy.

Additionally, the Center, as required by the ACA of 2010, section 1557, as part of its non-discrimination policy will provide protection for individuals with limited English proficiency. The Center will post, for those patients who are not proficient in the English language, the Center's notice of the non-discrimination policy in at least the top fifteen (15) languages noted to be spoken in the Commonwealth of Pennsylvania

The Center will ensure that there is a plan to provide effective communication with and accessibility for individuals with disabilities. These plans include providing appropriate auxiliary aids and services, such as alternative formats and sign language interpreters, where necessary for effective communication. See associated policies related to translation, interpretation and other services. The facility will publicize, in the community, the non-discriminatory practices of the facility. This publication requirement as indicated by Chapter 51, §51.13 (3) is demonstrated by the addition of posting the Center's non-discrimination policy to the facility website. The facility will notify PA Department of Health should the facility's nondiscriminatory policy change. A signed and dated copy of the revised policy will be provided to the PA Department of Health within 30 days of the effective date.

**Reference:** Department of Health, Health Facility Licensure Regulations. Chapter 51, Section 51.12 and 51.13 (3). Title VI of the Civil Rights Act of 1964; Title VI of the Civil Rights Act of 1964 (Title VI); Title IX of the Education Amendments of 1972 (Title IX); Section 504 of the Rehabilitation Act of 1973 (Section 504); Age Discrimination Act of 1975 (Age Act) Pennsylvania Human Relations Act; Section 1557 of the Affordable Care Act (ACA) of 2010, The Final Rule, Nondiscrimination in Health Programs and Activities, Rev 1/12, 11/15, 10/16