



Origination 04/2010
Last Approved 01/2025
Effective 01/2025
Last Revised 12/2022
Next Review 01/2026

Owner Juli Clay
Area Administration

Nondiscrimination Policy

Purpose:

Title VI of the Civil Rights Act of 1964
Section 504 of the Rehabilitation Act of 1973
Age Discriminate Act of 1975
Title III of the Americans with Disabilities Act
ACA Section 1557 (42 U.S.C. § 18116)

Policy

In accordance with Title VI of the Civil Rights Act of 1964 and Section 1557 of the Affordable Care Act its implementing regulations, Gonzales Healthcare Systems will, directly or through contractual or other arrangement, admit and treat all persons without regard to race, color, national origin, age, disability or sex in its provisions of services and benefits, including assignments or transfers within the facility and referrals to or from the facility. Staff privileges are granted without regard to race, color or nation origin, age, disability or sex (where appropriate).

In accordance with Section 504 of the Rehabilitation Act of 1973 and its implementing regulations, Gonzales Healthcare Systems will not, directly or through contractual or other arrangements, discriminate on the basis of handicap in admissions, access, treatment or employment.

In accordance with the Age Discrimination Act of 1975 and its implementing regulations, Gonzales Healthcare Systems, will not directly or through contractual or other arrangements, discriminate on the basis of age in the provision of services, unless age is a factor necessary to normal operation or the achievement of any statutory objective.

In accordance with Title III of the Americans with Disabilities Act and its implementing regulations, Gonzales Healthcare Systems will not, directly or through contractual or other arrangement, discriminate

on the basis of disability in the full and equal enjoyment of its goods, services, facilities, privileges, and advantages or accommodations.

In compliance with Section 1557 of the Affordable Care Act, Gonzales Healthcare Systems provides free aids and services to people with disabilities to communicate effectively with us, such as:

- Gonzales Healthcare Systems provides free language services to people whose primary language is not English, such as:
 - Qualified interpreters.
 - Information written in other languages.
- Gonzales Healthcare Systems provides free qualified sign language interpreters.

If you need these services please let your healthcare professional know.

If you need additional services please contact the Compliance Officer for the district who also services as the Civil Rights Coordinator.

If you believe that Gonzales Healthcare Systems has failed to provide these services or discriminated in another way on the basis of race, color, national origin, age, disability, or sex you can file a grievance with the Compliance Officer who serves as the Civil Rights Coordinator, 1110 North Sarah DeWitt Dr., Gonzales, Texas 78629 830- 672-7581 ext. 1011, (fax) 830-672-8481 and email iclay@gonzaleshealthcare.com.

You can file a grievance in person, or by mail, fax, or email. If you need help filing a grievance, the Compliance Officer who serves as the Civil Rights Coordinator is available to help you.

You can also file a civil rights complaint with the U.S. Department of Health and Human Services, Office for Civil Rights, electronically through the Office for Civil Rights Complaint Portal, Office for Civil Rights Portal, available at <https://ocrportal.hhs.gov/ocr/portal/lobby.jsf>, or by mail or phone at:

U.S. Department of Health and Human Services
200 Independence Avenue, SW
Room 509F, HHH Building
Washington, DC 20201

1-800-368-1019, 800-537-7697

Compliant forms are available at <http://www.hhs.gov/ocr/filing-with-ocr/index.html>

A tagline stating "ATTENTION: If you speak (insert Language), language assistance services, free of charge, are available to you. Please notify our staff for assistance." will be posted at the registration points within the facility in the top 15 non-English languages spoken in the State of Texas.

The Chief Executive Officer has been designated as the coordinator for implementation of this policy.

Approval Signatures

| Step Description | Approver | Date |
|-----------------------------|------------------|---------|
| Board of Directors Approval | Juli Clay | 01/2025 |
| CEO Approval | Brandon Anzaldua | 12/2024 |
| Home Health Administrator | Amanda Frederick | 12/2024 |
| | Juli Clay | 12/2024 |

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