



The Children's Home of Pittsburgh CIVIL RIGHTS COMPLIANCE POLICIES

I. General Statement

The Board of Directors of The Children's Home of Pittsburgh has adopted the following as applying to every person selected by the institution. Board Members, employees, contractors, volunteers, physicians and other affiliates of The Children's Home of Pittsburgh are expected to conform their behavior to these policies and to report any violation of these policies.

The Children's Home of Pittsburgh is an equal opportunity institution with regard to employment opportunities, patient admissions, provision of services and/or treatment, access to its programs and services, and referrals of clients. Our policies expressly forbid discrimination and/or harassment on the basis of race, color, religious creed, disability, ancestry, national origin, age or sex, except to the extent that consideration of any such factor is permitted by law. The Children's Home of Pittsburgh makes reasonable accommodations to the known needs of qualified individuals with disabilities and for employees' religious beliefs.

II. In-Patient Care

In-patient care and any contracted services for patients shall be provided without regard to race, color, religious creed, disability, ancestry, national origin, age or sex.

III. Assignment of Patients

All patients will be assigned to the nursery and family living area in accordance with their medical needs.

IV. Room Assignment

Patients, or their legal designee, will not be asked whether they are willing to or desire to share a room with a person of another race,

color, religious creed, disability, ancestry, national origin or age.

V. Assignment of Employees

Employees will be assigned to patient/client services without regard to race, color, religious creed, disability, ancestry, national origin, age or sex of either the patient or the employee.

VI. Transfer of Patients

The transfer of patients from the rooms assigned or selected, or both, will not be made for other than valid medical reasons.

VII. Discharge of Patients

At discharge, patients will be referred only to those skilled nursing facilities, intermediate care facilities, personal care facilities, or foster homes which are known to The Children's Home of Pittsburgh to be in compliance with all civil rights legislation.

VIII. Training Programs

All training programs and opportunities offered by The Children's Home of Pittsburgh will be open to qualified applicants without regard to race, color, religious creed, disability, ancestry, national origin, age or sex.

IX. Volunteer Group

Membership in The Children's Home of Pittsburgh volunteer group, should such a group be established, is open to all persons regardless of race, color, religious creed, disability, ancestry, national origin, age or sex. Such volunteers shall serve patients and clients without regard to race, color, religious creed, disability, ancestry, national origin, age or sex.

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