

# HIPAA NONDISCRIMINATION POLICY

## PURPOSE

Mason Health informs the public, patients, and employees that the agency does not discriminate on the basis of patient's age, race, color, ethnicity, national origin, sex (including pregnancy, gender identity or expression, sexual orientation), religion, culture, physical or mental disability, financial status or condition (including the terminally ill or dying), limited English, visual, hearing or learning impaired.

## POLICY

As a recipient of Federal financial assistance, Mason Health does not exclude, deny benefits to, or otherwise discriminate against any person on the ground of age, race, color, ethnicity, national origin, sex (including pregnancy, gender identity or expression, sexual orientation, religion, culture, physical or mental disability, financial status or condition (including the terminally ill or dying), limited English, visual, hearing or learning impaired in admission to, participation in, or receipt of the services and benefits under any of its programs and activities, whether carried out by Mason Health directly or through a contractor or any other entity with which Mason Health arranges to carry out its programs and activities.

This statement is in accordance with the provisions of 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 these three statutes at Title 45 Code of Federal Regulations Parts 80, 84, and 91.

## DISSEMINATION OF NONDISCRIMINATION POLICY

Mason Health disseminates the nondiscrimination statement in the following ways:

### For the General Public:

- The nondiscrimination statement is printed in the company brochure and is routinely distributed to patients, referral sources and the community.
- The nondiscrimination statement is included in newspaper advertisements for the facility.

### For the Patients:

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- The nondiscrimination statement is included in patient admissions packet.
- The nondiscrimination statement is discussed with patients upon their initial visit with the facility.
- A copy of the nondiscrimination statement is available upon request.
- See policy: Patient Right – Management Policy.

## **For the Employees:**

- The nondiscrimination statement is included in employee advertisements.
- The nondiscrimination statement is included in the employee handbook.
- The nondiscrimination statement is discussed and distributed during employee orientation.
- The nondiscrimination statement is posted in employee break rooms.
- See policy: Equal Employment Opportunity.

## Reference:

ACA Section 1557 Rule effective 8/18/2020