

URBANCARE HOME CARE EQUAL OPPORTUNITY AND NON-DISCRIMINATION POLICY STATEMENT

UrbanCare Home Care (UCHC) affirms its personal commitment to fairness and equal opportunity for all clients it faithfully serves. Agency values diversity and seeks the most qualified and talented employees and staff from diverse backgrounds. No UCHC employee shall discriminate against any client or potential client for Home Care Services because of race, color, religious creed, age, sex, ancestry, union membership, sexual orientation, gender identity, national or ethnic origin, disability or because the other client is/has been a victim of a violent crime (including crimes involving domestic violence.) Employees found to have violated this policy will be subject to disciplinary action, up to and including termination of employment. All matters related to recruiting, hiring, compensation, benefits, promotions, transfers, wellness programs, terminations, layoffs, returns from layoff, Home care-sponsored training, education, and tuition reimbursement will be administered without regard to race, color, religious creed, age, sex, ancestry, union membership, sexual orientation, gender identity, national or ethnic origin, disability, and without regard to whether the person is a victim of a violent crime (including crimes involving domestic violence.) All treatment on the job must be free from discriminatory practices.

UCHC will not engage in any unlawful discriminatory practices against any citizen, person, department, board, commission, institution, UCHC, state or local government, school district, or any entity or individual served/served by UCHC. In addition to the above and consistent with applicable law, it is the policy of UCHC not to discriminate against any qualified individuals with disabilities. Reasonable accommodations will be provided in accordance with the law. UCHC is committed to creating and maintaining a work environment free of any form of harassment, including sexual harassment. UCHC's commitment to preventing sexual harassment is embodied in UCHC's Sexual Harassment Prevention Policy.

UCHC strongly encourages anyone who believes he or she has been discriminated against in violation of this policy to contact the Director of the company, **ALONG WITH CONTACTING** The Office of Equal Opportunity, 316-E Finance Building, Harrisburg, PA 17120-0018, (717) 705-3691, the Pennsylvania Department of Health, Health and Welfare Building, 8th Floor West, 625 Forster Street Harrisburg, PA 17120, 1-800-254-5164 and/or the Pennsylvania Human Relations Commission, 301 Chestnut Street, Suite 300, Harrisburg, PA 17101-2515, (717) 783-8274.

It is the responsibility of all employees to support the implementation of this Equal Opportunity and Non-Discrimination Policy in order to promote a work environment which is free from discriminatory practices. Thank you for your cooperation with and support of this policy. UCHC does not engage in any unlawful discriminatory care or service practices against any citizen, person, department, board, commission, institution, UCHC, state or local government, school district, or any entity or individual served/served by UCHC.

In addition to the above and consistent with applicable law, it is the policy of UCHC not to discriminate against any person/persons and or individuals with disabilities. Should you require additional services due to any injury and or disability, please contact our office and alert us of such need or services and reasonable accommodations will be provided in accordance with the law. UCHC is committed to creating and maintaining a professional standard of home care and home care services to its clients free of any form of sexual harassment. UCHC's commitment to preventing sexual harassment is embodied in UCHC's Employee's Sexual Harassment Prevention Policy. If you believe you have been sexually harassed in violation of this Patient's Notice and UCHC Sexual Harassment Policy, please contact the Director of the company **IN ADDITION TO CONTACTING** The Pennsylvania Department of Health at Health and Welfare Building, 8th Floor West, 625 Forster Street Harrisburg, PA 17120, 1-800-254-5164.

If you believe you have been discriminated against in violation of this Patient's Notice and UCHC's existing Non Discriminatory Policy, please contact the Director of the company, **IN ADDITION TO CONTACTING** The Pennsylvania Department of Health at Health and Welfare Building, 8th Floor West, 625 Forster Street Harrisburg, PA 17120, 1-800-254-5164 and/or The Office of Equal Opportunity, 316-E Finance Building, Harrisburg, PA 17120-0018, (717) 705-3691.