

## UNITY MEDICAL CENTER PATIENT NONDISCRIMINATION POLICY

It is the Unity Medical Center's policy to provide medically- appropriate treatment at all times and under all circumstances, regardless of race, color, religion, national origin, sex, age, marital status, personal appearance, sexual orientation, gender identity, veteran or military status, family responsibilities, disability, infectious disease, matriculation, political affiliation, source of income or place of residence or business.

### Scope:

This policy applies to all members of the Unity Medical Center workforce, including employees, medical staff members, contracted service providers, and volunteers, and to all vendors or representatives and any other individual providing services to or on behalf of Unity Medical Center. ("UMC personnel")

### Purpose:

To ensure that all patients and visitors, of Unity Medical Center are treated with equality, in a welcoming, nondiscriminatory manner, consistent with applicable state and federal law.

### Policy:

Unity Medical Center is dedicated to providing services to patients and welcoming visitors in a manner that respects, protects and promotes patient rights.

1. UMC personnel will treat all patients and visitors receiving services from or participating in other programs of Unity Medical Center with equality in a welcoming manner that is free from discrimination based on race, color, religion, national origin, sex, age, marital status, personal appearance, sexual orientation, gender identity, veteran or military status, family responsibilities, disability, infectious disease, matriculation, political affiliation, source of income or place of residence or business or any other basis prohibited by federal, state, or local law.
2. UMC personnel will inform patients of the availability of and make reasonable accommodations for patients, consistent with federal and state requirements.
3. UMC personnel will afford visitation rights to patients, free from discrimination based on: age, race, color, creed, ethnicity religion, national origin, marital status, sex, sexual orientation, gender identity or expression, disability, veteran or military status, or any other basis prohibited by federal, state or local law and will ensure that visitors receive equal visitation privileges consistent with patient preferences.
4. Any person who believes that they has been subjected to discrimination, which is not permitted by this Policy, may file a complaint using Unity Medical Center's complaint and grievance procedure.
5. UMC personnel are prohibited from retaliating against any person who opposes, complains about, reports discrimination, files a complaint, or cooperates in an investigation of discrimination or other proceeding under federal, state, or local anti- discrimination law.

Procedure:

1. Unity Medical Center's Corporate Compliance Office/Patient advocate or designee is responsible for coordinating compliance with this Policy, including giving notice to and training all UMC personnel on this Policy.
2. UMC personnel will determine eligibility for and provide services, financial aid, and other benefits to all patients in a similar manner, without subjecting any individual to separate or different treatment on the basis of age, race, color, creed, ethnicity religion, national origin, marital status, sex, sexual orientation, gender identity or expression, disability, veteran or military status, or any other basis prohibited by federal, state or local law.
3. UMC personnel will provide notices to patients regarding this Nondiscrimination Policy and Unity Medical Center's commitment to providing access to and the provision of services in a welcoming, nondiscriminatory manner.
4. At the time patients are notified of their patient rights through the Patient Information Packet, Unity Medical Center will also inform each patient, or the patient's support person, including the patient's attorney in fact, when appropriate, of the patient's visitation rights, including any clinical restriction on those rights, and the patient's right, subject to the patient's consent to receive visitors who the patient designates free of discrimination based upon age, race, color, creed, ethnicity religion, national origin, marital status, sex, sexual orientation, gender identity or expression, disability, veteran or military status, or any other basis prohibited by federal, state or local law. Such visitors include a spouse, state registered domestic partner, family member, friend, or a legal representative of the patient, such as an attorney-in-fact. UMC personnel will also notify patients of their right to withdraw or deny such consent at any time. UMC will afford such visitors equal visitation privileges consistent with patient's preferences.
5. Any UMC Personnel receiving a patient or visitor discrimination complaint will advise the complaining individual that he or she may report the problem to Unity Medical Center Administration and file a complaint without fear of retaliation.

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