

SUBJECT: NON-DISCRIMINATION	SECTION: Page 1 of 3
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PURPOSE:

To demonstrate compliance with applicable federal and state requirements pertaining to non-discriminatory practices.

POLICY:

Sierra View Medical Center (SVMC) complies with the provisions of the Civil Rights Act of 1964 and Section 504 of the Rehabilitation Act of 1973, and all requirements imposed pursuant thereto, to the end that no person shall, on the basis of a person's race, religion, color, sex, national origin, sexual orientation, ancestry, age, marital status, registered domestic partner status, medical condition or genetic characteristics, veteran status, culture, primary language, citizenship, socioeconomic status, immigration status (unless required by federal law), gender identity or expression or physical or mental disability or handicap, be knowingly excluded from participation in, be denied benefits of, or otherwise be subjected to discrimination in the provision of any care or service, whether carried out by SVMC directly or through a contractor or any other entity with which SVMC arranges to carry out its program or activities. SVMC also prohibits unlawful discrimination based on the perception that anyone has any of those characteristics, or is associated with a person who has or is perceived as having any of those characteristics.

SVMC makes reasonable modifications in policies, practices, or procedures when such modifications are necessary to afford equal access to its services, programs, and activities.

Specifically, the above includes (but is not limited to) the following:

1. Inpatient, outpatient and emergency care will be provided on a non-discriminatory basis;
2. All patients will be assigned and/or transferred to rooms, floors, and sections in accordance with their medical need on a non-discriminatory basis.
3. Employee assignments will be made on a non-discriminatory basis, where neither the employee nor the patient suffers discriminatory conditions.
4. Medical staff privileges will be granted on a non-discriminatory basis.
5. Training programs sponsored or carried on by SVMC shall be without discrimination.
6. Human Resource practices will be carried out in a non-discriminatory manner. Refer to Human Resource Policy & Procedure, *Equal Employment Opportunity*.

AFFECTED AREAS/PERSONNEL: *ALL HOSPITAL PERSONNEL*

SUBJECT: NON-DISCRIMINATION	SECTION: Page 2 of 3
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REFERENCES:

- California Code of Regulations (2019). Title 22, §70715. Retrieved from [https://govt.westlaw.com/calregs/Browse/Home/California/CaliforniaCodeofRegulations?guid=ID7365A90D4BB11DE8879F88E8B0DAAAE&originationContext=documenttoc&transitionType=Default&contextData=\(sc.Default\)&bhcp=1](https://govt.westlaw.com/calregs/Browse/Home/California/CaliforniaCodeofRegulations?guid=ID7365A90D4BB11DE8879F88E8B0DAAAE&originationContext=documenttoc&transitionType=Default&contextData=(sc.Default)&bhcp=1).
- The Americans with Disabilities Amendments Act of 2008 (2008). Retrieved from <https://www.ada.gov/pubs/adastatute08.htm>.
- The Americans with Disabilities Act of 1990 (1990). Retrieved from <https://www.ada.gov/archive/adastat91.htm>.
- California Civil Code, Section 51 (2016). Retrieved from https://leginfo.ca.gov/faces/codes_displaySection.xhtml?lawCode=CIV§ionNum=51.
- The Immigration and Nationality Act (1952). Retrieved from <https://www.uscis.gov/legal-resources/immigration-and-nationality-act>.
- The Joint Commission (2019). Hospital accreditation standards. Joint Commission Resources. Oak Brook, IL.
- Section 504 of the Rehabilitation Act of 1973 (1973). Retrieved from <https://www.dol.gov/agencies/oasam/civil-rights-center/statutes/section-504-rehabilitation-act-of-1973>.
- Title VII Civil Rights Act of 1964 (1964). Retrieved from <https://www.eeoc.gov/laws/statutes/titlevii.cfm>.

CROSS REFERENCES:

- [Anti-Discrimination, Harassment & Non-Retaliation Policy](#)
- [Consent and Reproductive Sterilization Policy](#)
- [Equal Employment Opportunity Policy](#)
- [Gender Identity & Gender Expression Non-Discrimination Policy](#)
- [Interpretive Services: Language Assistance Program Policy](#)

SUBJECT: NON-DISCRIMINATION	SECTION: Page 3 of 3
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- [Non-Discrimination on the DP/SNF Policy](#)
- [Reasonable Accommodations Policy](#)
- [Patient Rights and Responsibilities Policy](#)