

CHILDREN'S HOSPITAL OF PITTSBURGH OF UPMC

complies with the provisions of the Civil Rights Act of 1964, as amended, and Section 504 of the Rehabilitation Act of 1973, and all requirements imposed pursuant thereto, so that no person shall, on the grounds of race, religion, color, sex, national origin, sexual orientation, ancestry, age, familial status, veteran status, culture, language, socioeconomic status, gender identity or expression, or physical or mental disability or handicap, therein referred to as factors, be excluded from participation in, be denied benefits of, or otherwise be subjected to discrimination in the provision of any care or service. This Nondiscrimination Statement applies to patients, physicians and staff.

This applies to the following:

- Children's Hospital of Pittsburgh of UPMC Main ("CHP")
- Children's Hospital of Pittsburgh of UPMC Ambulatory Care Centers
- Children's Hospital of Pittsburgh of UPMC North Ambulatory Surgery Center ("CHP North")

This nondiscrimination policy includes (but is not limited to) the following:

- I. Inpatient, outpatient, including all clinic locations, and emergency care
- II. All patients will be assigned and/or transferred to rooms, floors and sections in accordance with their medical need.
- III. Employees will be assigned to patient services without regard to the above factors listed.
- IV. Staff privileges will not be denied to professionally qualified personnel on the basis of the above factors listed.
- V. All facilities of this institution will be utilized without regard to the above factors listed.
- VI. At discharge, patients shall be referred only to those skilled nursing care facilities, intermediate care facilities, personal care facilities or foster homes which are not known by the hospital to be in noncompliance with the provisions of the Pennsylvania Human Relations Act and the Civil Rights Act of 1964 as amended.
- VII. All training programs and opportunities offered by the hospital shall be open to qualified applicants without regard to the above factors listed.
- VIII. The Human Resources Department is designated to monitor compliance with this policy, to institute a grievance procedure and to investigate allegations of noncompliance involving employees or applicants for employment.
- IX. The Patient Representative is designated to investigate complaints regarding discrimination involving patients, parents and guests of the hospital.

This nondiscrimination policy applies to patients, physicians and staff. Under no circumstances will the application of this policy result in the segregation or resegregation of buildings, wings, floors or rooms for reasons of race, color, ancestry, age, sex, sexual orientation, national origin, religion, marital, familial or disability status or status as a disabled veteran or veteran of the Vietnam era.

Questions concerning this policy as they relate to employees or applications for employment should be directed to the Human Resources Department. Questions concerning this policy as they relate to patients and/or medical staff should be directed to the Patient Representative or the Vice President of Medical Affairs.

Any patient, physician or staff member who believes he or she has been discriminated against may file a complaint of discrimination with:

Children's Hospital of Pittsburgh of UPMC
Children's Hospital Drive
4401 Penn Avenue
Pittsburgh, PA 15224

Department of Public Welfare
Bureau of Equal Opportunity
Room 521, Health and Welfare Building
P.O. Box 2675
Harrisburg, PA 17105

U.S. Department of Health and Human Services
Office for Civil Rights
Suite 372, Public Ledger Building
150 South Independence Mall West
Philadelphia, PA 19106-9111

PA Human Relations Commission
Pittsburgh State Office Building
300 Liberty Avenue – 11th floor
Pittsburgh, PA 15222

Bureau of Equal Opportunity
Department of Public Welfare
Western Field Office
Pittsburgh State Office Bldg.
300 Liberty Avenue – Room 702
Pittsburgh, PA 15222

EFFECTIVE DATE: August 1988

QUESTIONS DATE: April 1978

REVISION DATES: June 1980, July 1982, March 1985, May 1987, August 1988, October 1990, February 1997, August 2005, September 2005, February 2006, April 2009, August 2011, June 2014