

BURGESS HEALTH CENTER ONAWA, IOWA POLICY AND PROCEDURE MANUAL	POLICY NUMBER: 831.1160.0
DEPARTMENT: Administration	EFFECTIVE DATE: 11-6-2016
POLICY: Nondiscrimination and compliance with OCR Section 1557	SUPERSEDES NUMBER: None

- I. PURPOSE
Explains Burgess Health Center's compliance with OCR nondiscrimination regulations and compliance with Section 1557.
- II. SCOPE
Level 1 policy affecting all BHC departments and employees
- III. RESPONSIBILITY
It is the responsibility of the administration and OCR non-discrimination compliance coordinator to assure enforcement of this policy.
- IV. GUIDELINES
- A. BHC does not allow discrimination in compliance with and as enforced by the Office for Civil Rights (OCR).
 1. BHC prohibits discrimination and requires that individuals have an equal opportunity to participate in a program activity, regardless of race, color, national origin, creed, age, disability, or (under certain conditions) religion, sex or Medicare or Medicaid status.
 2. Sex discrimination prohibited under Section 1557 includes discrimination based on: An individual's sex, Pregnancy, childbirth and related medical conditions, Gender identity, Sex stereotyping. Individuals cannot be denied health care or health coverage based on their sex, including their gender identity and sex stereotyping.
 3. Women must be treated equally with men in the health care they receive and the insurance they obtain.
 4. Individuals must be treated consistent with their gender identity, including in access to facilities. However, providers may not deny or limit treatment for any health services that are ordinarily or exclusively available to individuals of one gender based on the fact that a person seeking such services identifies as belonging to another gender.
 5. Sex-specific health programs or activities are permissible only if the entity can demonstrate an exceedingly persuasive justification, that is, that the sex-specific health program or activity is substantially related to the achievement of an important health-related or scientific
 6. Individuals may contact OCR at 800-868-1019
 - B. In compliance with Section 1557 OCR BHC has posted information for limited English proficiency individuals in the top 15 languages of the state of Iowa at all Iowa sites and in Nebraska in the Decatur clinic, notice of their right to a interpreter free of charge. This is also posted on the website.
 - C. Grievances regarding these rights will be processed according to the grievance procedure as defined in the Patient Rights and Responsibilities policy 889.1600.13. Patients may also at any time contact the Department of Health and Human Services if they believe their civil rights have been violated.
 - D. The Compliance Officer will serve as the OCR compliance coordinator and the Compliance Committee will serve as the committee for all reports re: discrimination will be handled.

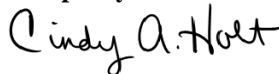
V. AUTHORITY

This policy is issued by the Administration Department and recommended for approval by:



Fran Tramp
President

This policy has been reviewed by:



Cindy Holt
HR Assistant/Admin

This policy has been approved by:



Fran Tramp
President