



**BURGESS**  
Health Center

Origination 10/2022  
Last Approved 10/2022  
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Owner Lindsey Gotto:  
Administration  
Area Administration  
Scope Level 1

## Nondiscrimination and Compliance with OCR Section 1557

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### 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, age, disability, sex (including pregnancy, sexual orientation, gender identity, and sex characteristics) 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. Women must be treated equally with men in the health care they receive and the insurance they obtain.
  - 3. 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.

4. BHC provides language interpretation services at no cost to all patients with limited English proficiency.
  5. 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 and notice of their right to an interpreter free of charge. This is also posted on the website.
- C. BHC provides assurances of its compliance with OCR discrimination prohibitions and posts this policy for the public.
- D. Grievances regarding these rights will be processed according to the grievance procedure as defined in the Patient Rights and Responsibilities policy 889.1600. Patients may also, at any time, contact the Department of Health and Human Services, if they believe their civil rights have been violated.

## Approval Signatures

Step Description

Approver

Date