

**SOUTH LYON MEDICAL CENTER**

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**DEPARTMENT: CIVIL RIGHTS**

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**SUBJECT: NON-DISCRIMINATION NOTICE**

**POLICY NO:** \_\_\_\_\_

**PAGE NO:** 1 OF 2

**EFFECTIVE:** 3/98

**REVISED:** 11/05,8/09,7/15,4/17,9/19,3/22,10/22

**CROSS:**

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**APPROVED:**

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Pursuant to Title VI of the Civil Rights Act of 1964, Section 504 of the Rehabilitation Act of 1973, the Age Discrimination Act of 1975, and the Americans with Disabilities Act (ADA) of 1990, South Lyon Medical Center does not discriminate and does not permit discrimination.

- 1) South Lyon Medical Center prohibits discrimination based on race, color, national origin, religion, sex, gender identity (including gender expression), sexual orientation, disability, age, marital status, family/parental status, ability to pay, income derived from a public assistance program, political beliefs, or reprisal or retaliation for prior civil rights activity
- 2) South Lyon Medical Center provides appropriate auxiliary aids and services, including qualified interpreters for individuals with disabilities and information in alternate formats, free of charge and in a timely manner, when such aids and services are necessary to ensure an equal opportunity to participate for individuals with disabilities.
- 3) South Lyon Medical Center provides language assistance services, including translated documents and oral interpretation, free of charge and in a timely manner, when such services are necessary to provide meaningful access to LEP individuals.
- 4) South Lyon Medical Center provides information on how to obtain the aids and services.
- 5) South Lyon Medical Center's compliance hotline is 775-463-2301 extension 6534.
- 6) South Lyon Medical Center's grievance procedure is available online, posted and on request detailing how to file a grievance, and
- 7) South Lyon Medical Center provides information on how to file a discrimination complaint with the HHS Office for Civil Rights.

For further information or to file a complaint please contact Administrator Toni Inserra, CPHRM; or Christin Morgan, H.R./Compliance Director.

OR

The Office for Civil Rights (OCR)  
U.S. Department of Health and Human Services  
90 7<sup>th</sup> Street, Suite 4-100  
San Francisco, CA 94103  
(800) 368-1019  
  
(800) 537-7697 – TDD

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*In accordance with Federal civil rights law and U.S. Department of Agriculture (USDA) civil rights regulations and policies, the South Lyon Medical Center, its Agencies, offices, and employees, and institutions participating in or administering South Lyon Medical Center programs are prohibited from discriminating based on race, color, national origin, religion, sex, gender identity (including gender expression), sexual orientation, disability, age, marital status, family/parental status, income derived from a public assistance program, political beliefs, or reprisal or retaliation for prior civil rights activity, in any program or activity conducted or funded by USDA (not all bases apply to all programs). Remedies and complaint filing deadlines vary by program or incident.*

*Persons with disabilities who require alternative means of communication for program information (e.g., Braille, large print, audiotape, American Sign Language, etc.) should contact the responsible Agency or USDA's TARGET Center at (202) 720-2600 (voice and TTY) or contact USDA through the Federal Relay Service at (800) 877-8339. Additionally, program information may be made available in languages other than English.*

*To file a program discrimination complaint, complete the USDA Program Discrimination Complaint Form, AD-3027, found online or at any USDA office or write a letter addressed to USDA and provide in the letter all of the information requested in the form.*

*To request a copy of the complaint form, call (866) 632-9992. Submit your completed form or letter to USDA by:*

*(1) mail: U.S. Department of Agriculture, Office of the Assistant Secretary for Civil Rights, 1400 Independence Avenue, SW, Washington, D.C. 20250-9410.*

*(2) fax: (202) 690-7442; or*

*(3) email: [program.intake@usda.gov](mailto:program.intake@usda.gov).*

*South Lyon Medical Center is an equal opportunity provider, employer, and lender.*