

# NONDISCRIMINATION POLICY

## PURPOSE

Mason Health informs the public, patients, and employees that the agency does not discriminate on the basis of race, color, national origin, age, disability, or sex (consistent with the scope of sex discrimination described at 45 CFR § 92.101(a)(2)), including sex characteristics, including intersex traits; pregnancy or related conditions; sexual orientation; and gender identity. Mason Health does not exclude people or treat them less favorably because of race, color, national origin, age, disability, or sex. In addition, Mason Health does not discriminate based on religion, culture, physical or mental disability, financial status or condition (including the terminally ill or dying), limited English, visual, hearing or learning impaired.

## POLICY

As a recipient of Federal financial assistance, Mason Health does not exclude, deny benefits to, or otherwise discriminate against any person on the ground of age, race, color, ethnicity, national origin, sex (including pregnancy, gender identity or expression, sexual orientation, religion, culture, physical or mental disability, financial status or condition (including the terminally ill or dying), limited English, visual, hearing or learning impaired in admission to, participation in, or receipt of the services and benefits under any of its programs and activities, whether carried out by Mason Health directly or through a contractor or any other entity with which Mason Health arranges to carry out its programs and activities.

This statement is in accordance with the provisions of Title VI of the Civil Rights Act of 1964, Section 504 of the Rehabilitation Act of 1973, the Age Discrimination Act of 1975, and regulations of the U.S. Department of Health and Human Services issued pursuant to these three statutes at Title 45 Code of Federal Regulations Parts CFR 80, 84, 91, 92.101(a)(2) and ACA Section 1557 Rule updated 5/6/2024

If you need reasonable modifications, appropriate auxiliary aids and services, or language assistance services, contact Laura Grubb, **Civil Rights Coordinator**.

If you believe that Mason Health has failed to provide these services or discriminated in another way on the basis of race, color, national origin, age, disability, or sex, you can file a grievance with:

Laura Grubb, **Civil Rights Coordinator**, Mason Health, PO Box 1668, Shelton WA 98584, 360-427-9585, TTY/TSS: 1-360-427-9593, [compliance@masongeneral.com](mailto:compliance@masongeneral.com).

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You can file a grievance in person or by mail, fax, or email. If you need help filing a grievance, Laura Grubb, **Civil Rights Coordinator**, is available to help you.

You can also file a civil rights complaint with the U.S. Department of Health and Human Services, Office for Civil Rights, electronically through the Office for Civil Rights Complaint Portal, available at <https://ocrportal.hhs.gov/ocr/portal/lobby.jsf>, or by mail or phone at:

U.S. Department of Health and Human Services  
200 Independence Avenue, SW  
Room 509F, HHH Building  
Washington, D.C. 20201  
1-800-368-1019, 800-537-7697 (TDD)

### DISSEMINATION OF NONDISCRIMINATION POLICY

Mason Health disseminates the nondiscrimination statement in the following ways:

#### For the General Public:

- The nondiscrimination statement is printed in the company brochure and is routinely distributed to patients, referral sources and the community.
- The nondiscrimination statement is included in newspaper advertisements for the facility.

#### For the Patients:

- The nondiscrimination statement is included in patient admissions packet.
- The nondiscrimination statement is discussed with patients upon their initial visit with the facility.
- A copy of the nondiscrimination statement is available upon request.
- See policy: Patient Right – Management Policy.



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## For the Employees:

- The nondiscrimination statement is included in employee advertisements.
- The nondiscrimination statement is included in the employee handbook.
- The nondiscrimination statement is discussed and distributed during employee orientation.
- The nondiscrimination statement is posted in employee break rooms.
- See policy: Equal Employment Opportunity.

## Reference:

NIAHO – PR1.(SR1 – SR2)