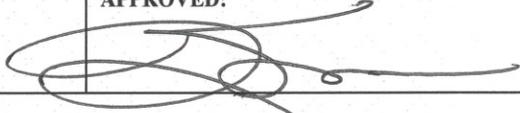


	Cooper Green Mercy Health Services		POLICIES & PROCEDURES: ADMINISTRATIVE	
	APPROVED: 	ISSUED: 5/15		PAGE: Page 1 of 2
SUBJECT: HUMAN AND CIVIL RIGHTS		REVISED: 8/15		REVIEWED:

Cooper Green *Mercy* Health Services, herein referred to as “CGMHS” is committed to ensuring that no individual shall, on the grounds of race, sex, color, creed, national origin, religion, age, sexual orientation, gender identity or expression, or disability, be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination under any programs or services offered by or in partnership with CGMHS.

All persons shall be accorded the rights and responsibilities of a spouse, whether through marriage or domestic partnership, as mutually agreed upon by the individuals, regardless of gender.

CGMHS shall comply with all federal and state discrimination and civil rights statutes applicable to it as a healthcare organization and as an employee. CGMHS will uphold its commitment that, in the spirit of the laws, all individuals will be treated with the respect and dignity they deserve.

Patients, patients’ families, visitors, employees, and medical staff have the right to be treated with dignity and respect and without fear. Harassment of or harassment by patients, patients’ families, visitors, employees, or medical staff is strictly prohibited. All reports of harassment, sexual or non-sexual in nature, shall be taken seriously, shall be investigated, and appropriate action shall be taken to remedy the harassment, if cause is found. All incidences of harassment are immediately to be referred to Administration.

Except as otherwise required by federal or state healthcare statute, no patient, visitor, employee or member of the medical staff shall be excluded from participating in, be denied the benefit of, or be subjected to discrimination under any program or activity of CGMHS solely because of their disability status, including those who are diagnosed as HIV positive.

A request by a person with a disability for assistance in any program or service offered by CGMHS shall be accommodated to the extent practicable. Requests for assistance by patients, patients’ family members, or visitors that cannot be readily accommodated should immediately be advanced to the Corporate Compliance Officer, to the Medical Director, or to the Clinical Nursing Director. Requests for accommodation by CGMHS employees or medical staff should be advanced to Human Resources.

	Cooper Green Mercy Health Services	POLICIES & PROCEDURES: ADMINISTRATIVE		
	APPROVED: 	ISSUED: 5/15		PAGE: Page 2 of 2
SUBJECT: HUMAN AND CIVIL RIGHTS		REVISED: 8/15		REVIEWED:

Patients, visitors, employees, and members of the medical staff are urged to report any physical barriers, policies or procedures or any other possible impediments that could limit the functionality of persons with disabilities at Cooper Green *Mercy* Health Services. These are to be reported to the Corporate Compliance Officer, to Human Resources, or to the Director as soon as they are identified.