

TO: WHOM IT MAY CONCERN
FROM: THE WASHINGTON PHYSICIANS GROUP
SUBJECT: NON-DISCRIMINATION POLICY



The following is a certified copy of action taken at the March 1, 2012 meeting of the Board of Directors of The Washington Physicians Group (WPG). It was moved, seconded and passed that the following statements be implemented:

NON-DISCRIMINATION IN SERVICES POLICY

BE IT RESOLVED that the Board of Directors of the WPG on this date implemented its policy of non-discrimination and let it be known that it is the policy of the WPG that office visits, the provision of services and referrals of patients shall be made without regard to race, color, religious creed, disability, ancestry, national origin (including limited English proficiency), age, sex (including pregnancy), gender identity or expression, sexual orientation, marital status, veteran status, or the ability to pay.

The same requirements for treatment are applied to all, and patients are treated within the a WPG office based upon medical need without regard to race, color, religious creed, disability, ancestry, national origin (including limited English proficiency), age, sex (including pregnancy), gender identity, sexual orientation, marital status, veteran status, or the ability to pay.

Services shall be made accessible to eligible individuals with disabilities through the most practical and economically feasible methods available. These methods include, but are not limited to, equipment redesign, the provision of aids, the use of alternative service delivery locations. Structural modifications shall be considered only as a last resort among available methods.

There is no distinction in eligibility for, or in the manner of providing, any patient service provided by or through the WPG. All facilities of the WPG are available without distinction to all patients and visitors, regardless of race, color, religious creed, disability, ancestry, national origin (including limited English proficiency), age, sex (including pregnancy), gender identity or expression, sexual orientation, marital status, veteran status, or the ability to pay.

All persons and organizations that have occasion either to refer patients or recommend The WPG are advised to do so without regard to the patient's race, color, religious creed, disability, ancestry, national origin (including limited English proficiency), age, sex (including pregnancy), gender identity or expression, sexual orientation, marital status, veteran status, or the ability to pay.

And be it further resolved that the WPG is an equal opportunity employer. It is the continuing policy of the WPG to offer employment on the basis of merit, qualifications, and competency to all persons, without discrimination because of race, color, religion, disability, ancestry, national origin, age, sex (including pregnancy and equal pay/compensation), gender identity or expression, sexual orientation, marital status, veteran status, or genetic information.

The WPG prefers that any resident/client/patient/student (and/or their guardian) who believes they have been discriminated against file a complaint of discrimination with:

President: The Washington Physicians Group (WPG)
155 Wilson Avenue
Washington, Pennsylvania 15301

In the event that the internal procedure does not result in a resolution of the complaint, the resident/client/patient/student (and/or their guardian) may file a complaint of discrimination with any of the following:

Bureau of Equal Opportunity
Department of Public Welfare
Western Field Office
301 Fifth Avenue
Piatt Place – Suite 410
Pittsburgh, PA 15222

Bureau of Equal Opportunity
Department of Public Welfare
Room 223 Health and Welfare
Bldg.
P.O. Box 2675
Harrisburg, PA 17105

Office for Civil Rights
U.S. Department of Health and Human
Services
Office of Civil Rights Region III
Suite 372 - Public Ledger Bldg.
150 S. Independence Mall West
Philadelphia, PA 19106-9111

**Pennsylvania Human Relations
Commission**
301 Fifth Avenue
Piatt Place - Suite 390
Pittsburgh, PA 15222

EQUAL EMPLOYMENT OPPORTUNITY POLICY

BE IT RESOLVED that the Board of Directors of the WPG on this date implemented its policy of non-discrimination and let it be known that it is the policy of the WPG that an open and equitable personnel system will be established and maintained. Human Resources policies, procedures and practices will be designed to prohibit discrimination on the basis of race, color, religion, disability, ancestry, national origin, age, sex (including pregnancy and equal pay/compensation), gender identity or expression, sexual orientation, marital status, veteran status, or genetic information.

Employment opportunities shall be provided for applicants with disabilities and reasonable accommodation(s) shall be made to meet the physical or mental limitations of qualified applicants or employees.

And be it further resolved that the WPG is an equal opportunity employer. It is the continuing policy of the WPG to offer employment on the basis of merit, qualifications and competency to all persons, without discrimination because of race, color, religion, disability, ancestry, national origin, age, sex (including pregnancy and equal pay/compensation), gender identity or expression, sexual orientation, marital status, veteran status, or genetic information.

The WPG prefers that any employee who believes he/she has been discriminated against file a complaint of discrimination with:

Executive Director: Washington Physicians Group (WPG)
98 Wilson Avenue
Washington, Pennsylvania 15301
724-229-2422

In the event that the internal procedure does not result in a resolution of the complaint, the employee may file a complaint of discrimination with any of the following:

U.S. Equal Employment Opportunity Commission
William S. Moorhead Federal Building
1000 Liberty Avenue, Suite 1112
Pittsburgh, PA 15222

Pennsylvania Human Relations Commission
301 Fifth Avenue
Piatt Place - Suite 390
Pittsburgh, PA 15222

Paul Cullen, M.D.
President, Washington Physicians Group