

General Information

Policy Name:	Non-Discrimination
Category:	Risk Management – Corporate Compliance
Applies To:	All Employees, Physicians, Volunteers, Vendors, Staff, and Officers
Key Words:	Discrimination, Diversity, Inclusion, Retaliation, Respect, Harass, Fair, Equal
Associated Forms & Policies:	<u>Diversity & Inclusion (P1368)</u> <u>Non-intimidation & Non-retaliation (P0170)</u> <u>Discrimination is Against the Law (Doc# 9512)</u>
Original Effective Date:	10/02/18
Review Dates:	09/24/20, 09/23/22, 09/25/23
Revision Dates:	06/11/24, 07/11/25
This Version's Effective Date:	07/11/25

Policy

Crouse Hospital believes that the fair treatment of employees, patients and others is vital to the fulfillment of its Mission, Vision and Values.

Crouse Hospital complies with applicable federal civil rights laws and does not discriminate on the basis of race, color, national origin, age, disability, sexual orientation or gender identity. Crouse Hospital does not exclude people or treat them differently because of race, color, religion, sex, national origin, age, disability, sexual orientation, gender identity or source of payment. Crouse Hospital values the diversity and inclusion of our patients, their visitors, employees, physicians, volunteers, students and others.

Procedure

All persons shall be treated with respect and not be discriminated against or harassed in any manner on the basis of race, color, religion, sex, sexual orientation, gender and/or gender identity expression, marital or parental status, national origin, ethnicity, citizenship status, veteran or military status, age, disability or source of payment with respect to patients.

Crouse Hospital recruits, hires, trains, promotes, assigns, transfers, lays off/recalls and terminates all members of its workforce based on the individual's ability, achievement, experience and conduct without regard to race, color, religion, sex, sexual orientation, gender and/or gender identity expression, marital or parental status, national origin, ethnicity, citizenship status, veteran or military status, age, disability, or any other classification protected by law. All allegations of discrimination and/or harassment shall be promptly investigated in accordance with human resources, corporate compliance or other applicable policies and procedures.

Crouse Hospital has an assigned Section 1557 Coordinator, who is the Director of Risk Management. The Office for Civil Rights (OCR) enforces Section 1557 of the Affordable Care Act (Section 1557), which prohibits discrimination on the basis of race, color, national origin, age, disability, or sex (including pregnancy, sexual orientation, gender identity, and sex characteristics), in covered health programs or activities. 42 U.S.C. 18116. Contact 315-470-7477 if you have questions related to Section 1557 laws.

References

45 CFR 92 Subpart A §92.1-92.8

Patient Protection & Affordable Care Act Section 1557

Definitions

Discriminate: to treat a person or group differently from another in an unfair way

Gender identity: a person's internal sense of being a particular gender, which may or may not correspond with their birth sex.

National origin: the nation from which a person originates, regardless of the nation they currently reside in.

Addendums, Diagrams & Illustrations

Not Applicable