

## Non Discrimination Statement

IMS Home HealthCare, Inc., as a recipient of Federal financial assistance, provides all services and referrals relative to patient care and employment actions to any eligible and qualified individual regardless of race, sex, color, national origin, ancestry, religious creed, handicap or age. IMS Home HealthCare, Inc. does not exclude, deny benefits to, or otherwise discriminate against any person on the ground of race, color, or national origin, or on the basis of disability or age in admission to, participation in, or receipt of the services and benefits under any of its programs and activities, whether carried out by IMS Home HealthCare, Inc. directly or through a contractor or any other entity with which IMS Home HealthCare, Inc. arranges to carry out its programs and activities.

The non-discriminatory policies of the agency apply to all patients/families served, employees and contractors.

- Patient care will be provided in a manner that does not discriminate against persons regardless of race, sex, color, national origin, ancestry, religious creed, handicap or age.
- Staff, whether employees or contractors, will be hired regardless of race, sex, color, national origin, ancestry, religious creed, handicap or age.
- Reasonable accommodation will be provided for any handicapped employees.
- Staff will be assigned to patient cases regardless of race, sex, color, national origin, ancestry, religious creed, handicap or age.
- All possible issues of discrimination should be reported immediately to the Administrator/CEO/Director of Services.

All patients and IMS Home HealthCare, Inc. staff/contractors are made aware that complaints of potential discriminatory behavior may be filed with the **Texas Workforce Commission:**

<http://www.twc.state.tx.us/equal-opportunity-law>, and/or the Texas Health and Human Services Commission: [https://www.hhsc.state.tx.us/about\\_hhsc/civil-rights/complaints.shtml](https://www.hhsc.state.tx.us/about_hhsc/civil-rights/complaints.shtml)

IMS Home HealthCare, Inc. does not discriminate against any person on the basis of race, color, national origin, disability, or age in admission, treatment, or participation in its program, services and activities or in employment.

This policy 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 statutes at Title 45 Code of Federal Regulations Parts 80, 84, and 91; and other agency guidelines.