

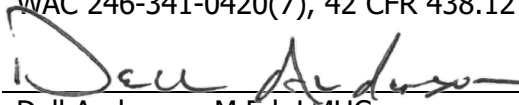
## Grant Integrated Services

Policy: Nondiscrimination  
Revised: 8/10/16

Section: Section P4  
Page: Page 1 of 3

Reference: WAC 246-341-0420(7), 42 CFR 438.12

Approved:

  
Dell Anderson, M.Ed, LMHC  
Executive Director

### POLICY:

#### NONDISCRIMINATION IN EMPLOYMENT

It is the policy of Grant Integrated Services (GRIS), and its contracted providers and affiliates to prohibit unlawful discrimination with respect to its services, and is an equal opportunity employer in regards to employment practices. GRIS does not, and shall not discriminate on the basis of race, color, religion (creed), gender, gender expression, age, national origin (ancestry), disability, citizenship status, marital status, sexual orientation, or military status including Vietnam Era Veterans Status.

Grant Integrated Services complies with DSHS's Nondiscrimination Plan, including all subsequent amendments, and the federal and state laws upon which it is based, including but not limited to Section 703, Title VII of the Civil Rights Act of 1964 (42 U.S.C. 2000e), the Americans with Disabilities Act of 1990(ADA) [42 U.S.C. 12101 et seq.], Section 503 and 504 of the Rehabilitation Act of 1973 29 U.S.C. 793 and 794], the Age Discrimination in Employment Act of 1967 [29 U.S.C 621], the Vietnam Era Veterans Readjustment Assistance Act of 1974 [38 U.S.C. 2011], any relevant executive order (E.O.) issued by the President of the United States [E.O. 11246 and 11375], the Washington Law Against Discrimination [Chapter 49.60 RCW], Grant County Washington Policy Number 300-Recruiting and Hiring, Section 302, and any related provisions of the Code of Federal Regulations (CFR) or the Washington Administrative Code (WAC), or any subsequent revisions to the provisions.

Grant Integrated Services will, in all solicitations or advertisements for employees placed, state that it is an equal opportunity employer.

#### NONDISCRIMINATION IN SERVICES

As an agency that receives federal assistance, Grant Integrated Services is compliant with 45 CFR Part 80 – Nondiscrimination under programs receiving federal assistance through the Department of Health and Human Services effectuation of Title VI of the Civil Rights Act of 1964. Grant Integrated Services will not on the grounds of race, color, religion (creed), gender, gender expression, age, national origin (ancestry), disability, citizenship status, marital status, sexual orientation, or military status including Vietnam Era Veterans Status:

- 1) Deny an eligible individual any services or other benefits;
- 2) Provide any services or other benefits to an individual that are different, or are provided in a different manner from those provided to others;
- 3) Subject an individual to unlawful segregation or separate treatment, or unlawful discriminatory treatment in any manner related to the receipt of any services or use of GRIS facilities;
- 4) Deny any individual an opportunity to participate in any program provided by GRIS through the provision of services or otherwise, or afford an opportunity to do so which is different from that afforded others. Grant Integrated Services determines:

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- a) The group of individuals to whom, or the situation in which, such services or other benefits will be provided; or
- b) The group of individuals to be afforded an opportunity to participate in any services or other benefits will not utilize criteria or methods of administration which have the effect of subjecting individuals based on race, color, religion (creed), gender, gender expression, age, national origin (ancestry), disability, citizenship status, marital status, sexual orientation, or military status including Vietnam Era Veterans Status.

As stipulated in the ADA regarding public accommodation, Grant Integrated Services will ensure equal opportunity for individuals with disabilities to receive services. Grant Integrated Services will make reasonable modifications in policies, practices and procedures which deny equal access to individuals with disabilities.

If Grant Integrated Services declines to include individuals or groups of providers in its contracts, it must give the affected providers written notice of the reason for its decision.

1) Grant Integrated Services will:

- a) Not contract with providers beyond the number necessary to meet the needs of its enrollees;
- b) May use different reimbursement amounts for different specialties, or for different practitioners in the same specialty;
- c) Will establish measures that are designed to maintain quality of services, control costs, and are consistent with its responsibilities to enrollees.

Grant Integrated Services' provider selection shall be consistent with 42 CFR 438.12, and shall not discriminate against particular providers that serve high-risk populations or specialize in conditions that require costly treatment. Grant Integrated Services will not discriminate for the participations, reimbursement, or indemnification of any provider who is acting within the scope of his or her license or certification under applicable Washington State Law, solely on the basis of that certification.

Contact Information:

Grant Integrated Services Executive Director  
Moses Lake, WA 98823  
(509) 765-9239

To file a complaint directly with the US Department of Health and Human Services  
Region X-Seattle (Alaska, Idaho, Oregon, Washington)  
Regional Manager, Office for Civil Rights  
U.S. Department of Health and Human Services  
2201 Sixth Avenue – Suite 900  
Seattle, WA 98121-1831  
Phone: (206) 615-2290  
TDD: (206) 615-2296  
FAX: (206) 615-2297

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Additional References:

Section 703, Title VII of the Civil Rights Act of 1964 (42 U.S.C. 2000e)

Americans with Disabilities Act of 1990(ADA) [42 U.S.C. 12101 et seq.]

Section 503 and 504 of the Rehabilitation Act of 1973 29 U.S.C. 793 and 794]

Age Discrimination in Employment Act of 1967 [29 U.S.C 621]

Department of Health and Human Services regulations pursuant to Title 45 Code of Federal Regulations part 80, 84 and 91

Vietnam Era Veterans Readjustment Assistance Act of 1974 [38 U.S.C. 2011]

E.O. 11246 and 11375

Washington Law against Discrimination [Chapter 49.60 RCW]

Grant County Washington Policy Number 300-Recruiting and Hiring

Section 302, and any related provisions of the Code of Federal Regulations (CFR) or the Washington Administrative Code (WAC), or any subsequent revisions to the provisions.