

NON-DISCRIMINATION POLICY

It is the policy of Beacon Ridge to comply with provisions of the Federal Civil Rights Act of 1964, the Pennsylvania Human Relations Act, the Americans with Disabilities Act, and all requirements imposed thereto. To that end, no person on the basis of age, race, sex, color, ancestry, national origin or religious creed be excluded from participation in, be denied benefits of, or otherwise be subject to discrimination in the provision of care of services.

The non-discrimination policy of the facility applies to residents, physicians, and all employees. Beacon Ridge will not discriminate in employment against a qualified individual by the Americans with Disabilities Act of 1990 (ADA), in regard to job application procedures, hiring, advancement or discharge of employees, employee compensation, job training or other conditions and privileges of employment. Under no circumstance will the application of this policy result in the segregation or re-segregation of buildings, wings, floors and rooms for the reason of age, race, sex, color, national origin ancestry or religious creed. Specifically, this includes, but is not limited to: admissions, care, assigning employees to resident services, staff privileges of professionally qualified personnel, utilization of all facilities of Beacon Ridge and transfer of residents from the rooms assigned or selected for racial reasons. However, any resident may request to upgrade the room assigned or selected at any time for any reason, provided that the room requested is readily available and the resident is financially able to pay for the requested room.

To this end, Beacon Ridge hires, assigns duties to, promotes employees and admits residents without discrimination with regard to age, race, sex color, ancestry national origin, religious creed, history of past physical or mental disability, or a present physical or mental disability, which does not interfere with an employee's ability to perform his or her assigned duties.

Adopted: July 27, 1992

Revised: May 31, 1996