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Last Approved 11/2022
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Next Review 11/2024

Owner **James Graham:**
Chief Executive
Officer (CEO)
Policy Area **Facility-Wide**

Patient Nondiscrimination*

PURPOSE:

- I. To ensure that all patients and visitors of Three Rivers Hospital are treated with equality, in a welcoming, nondiscriminatory manner, consistent with applicable state and federal law.

SCOPE:

- I. This policy applies to all members of the Three Rivers Hospital workforce, including employees, medical staff members, contracted service providers, and volunteers, and to all vendors, representatives, and any other individuals providing services to or on behalf of Three Rivers Hospital personnel.

RESPONSIBILITIES:

- I. The Three Rivers Hospital Compliance Officer is responsible for coordinating compliance with this policy, including giving notice to and training all hospital personnel on this policy.
- II. ***ACTION REQUIRED*** If this policy is updated or changed, the revised version must be forwarded to the Department of Health and posted on our website.

POLICY:

- I. Three Rivers Hospital is dedicated to providing services to patients and welcoming visitors in a manner that respects, protects, and promotes patient rights.
- II. Hospital personnel will treat all patients and visitors receiving services from or participating in other programs of Three Rivers Hospital and its affiliated clinics with equality in a welcoming manner that is free from discrimination based on age, race, color, creed, ethnicity, religion, national origin, marital status, sex, sexual orientation, gender identity or expression, disability, veteran or military status, or any other basis prohibited by federal, state, or local law.
- III. Hospital personnel will inform patients of the availability of and make reasonable

accommodations for patients consistent with federal and state requirements. For example, language interpretation services will be made available for non-English speaking patients and sign language interpretation will be made available for hearing impaired patients.

- IV. Hospital personnel will afford visitation rights to patients free from discrimination based on age, race, color, creed, ethnicity, religion, national origin, marital status, sex, sexual orientation, gender identity or expression, disability, veteran or military status, or any other basis prohibited by federal, state, or local law and will ensure that visitors receive equal visitation privileges consistent with patient preferences.
- V. Any person who believes that he, she, or another person has been subjected to discrimination which is not permitted by this policy, may file a complaint using Three River's Hospital complaint and grievance procedure.
- VI. Hospital personnel are prohibited from retaliating against any person who opposes, complains about, or reports discrimination, files a complaint, or cooperates in an investigation of discrimination or other proceeding under federal, state, or local anti-discrimination law.

PROCEDURE:

- I. Hospital personnel will determine eligibility for and provide services, financial aid, and other benefits to all patients in a similar manner, without subjecting any individual to separate or different treatment on the basis of age, race, color, creed, ethnicity, religion, national origin, marital status, sex, sexual orientation, gender identity or expression, disability, veteran or military status, or any other basis prohibited by federal, state, or local law.
- II. Hospital personnel will provide notices to patients regarding this Nondiscrimination Policy and Three Rivers Hospital's commitment to providing access to and the provision of services in a welcoming, nondiscriminatory manner.
- III. At the time patients are notified of their patient rights, hospital personnel will also inform each patient, or the patient's support person, including the patient's attorney-in-fact, when appropriate, of the patient's visitation rights, including any clinical restriction on those rights, and the patient's right, subject to the patient's consent, to receive visitors whom the patient designates, free of discrimination based upon age, race, color, creed, ethnicity, religion, national origin, marital status, sex, sexual orientation, gender identity or expression, disability, veteran or military status, or any other basis prohibited by federal, state, or local law. Such visitors include a spouse, state registered domestic partner (including same-sex state registered domestic partner), another family member, friend, or a legal representative of the patient, such as an attorney-in-fact. Hospital personnel will also notify patients of their right to withdraw or deny such consent at any time. Hospital personnel will afford such visitors equal visitation privileges consistent with the patient's preferences.
- IV. Any hospital personnel receiving a patient or visitor discrimination complaint will advise the complaining individual that he or she may report the problem to the Compliance Officer at extension 3396 and file a complaint without fear of retaliation.

Approval Signatures

Step Description	Approver	Date
CEO	James Graham: Chief Executive Officer (CEO)	11/2022
Board of Commissioners	Leslie McNamara: Board Secretary	11/2022
Policy Committee	Shauna Field: Administrative Assistant	11/2022
CFO	Jennifer Munson: Chief Financial Officer	11/2022
HR	Anita Fisk: Director of Human Resources	09/2022

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