

Notice of Non-Discrimination

Frederick Health provides patient care in a diverse, inclusive and respectful healthcare environment where affordable access, quality of care, patient safety, dignity and respect, and superior service are top priorities. Frederick Health offers its services, benefits, facilities and care to all individuals and does not deny, exclude or discriminate against any person because of their race, ethnicity, religion, color, national origin, ancestry, alienage, language, age, gender, sexual orientation, gender identity or expression, familial status, disability, or other protected characteristic under the law.



This non-discrimination policy applies to all patients, visitors, physicians, staff, contractors, volunteers and employees of Frederick Health and its subsidiaries. All persons and organizations that have occasion to either refer persons for services or to recommend any of the services are advised to do so without regard to the person's race, ethnicity, religion, color, national origin, ancestry, alienage, language, age, gender, sexual orientation, gender identity or expression, familial status, disability, or other protected characteristic under the law.

Frederick Health has adopted an internal grievance procedure to investigate and resolve any alleged violation of this statement as prohibited by the provisions of Title VI of the Civil Rights Act of 1964, Section 504 of the Rehabilitation Act of 1973, Title III of the Americans with Disabilities Act of 1990 as amended in 2011 at 28 CFR Part 36, and the Regulations of the U.S. Department of Health and Human Services issue pursuant to these statutes at Title 45 Code of Federal Regulations (CFR) Parts 80, 84, and 91. **Frederick Health does not retaliate against anyone who files a grievance or cooperates in the investigation of a grievance.**

The Director of Cultural Awareness and Inclusion has been designated as the Civil Rights Coordinator in order to accomplish full adoption and compliance with these federal and state laws and regulations, which may be examined in the Office of Cultural Awareness and Inclusion by appointment.

All concerns regarding discrimination in any Frederick Health program, activity, or provision of services should be submitted in writing to:

Janet J. Harding

DIRECTOR OF CULTURAL AWARENESS & INCLUSION

Frederick Health

OFFICE: 240-566-3465

400 West 7th Street

FAX: 240-566-4872

Frederick, MD 21701

EMAIL: JHarding@Frederick.Health

Frederick Health proudly employs and partners with a diverse group of highly skilled medical professionals. Patients and families are advised that the assignment of a medical professional is based on experience with the type of care needed, the severity of the condition, and medical specialization so that the best possible clinical outcome can be achieved. As part of our commitment to dignity and respect for all people and in compliance with the Civil Rights Act of 1964, Frederick Health does not assign or reassign providers or other patient care staff solely based on race, ethnicity, religion, color, national origin, ancestry, alienage, language, age, gender, sexual orientation, gender identity or expression, familial status, disability, or other protected characteristic under the law. If you have questions or concerns about this policy, please contact the Service Excellence Department at 240-566-3564 or the Office of Cultural Awareness & Inclusion at 240-566-3465.

Interpretation services and auxiliary aids are available for you, your decision makers, and those involved in your care at no cost to you or your insurance company.

Interpreting Services
Servicios de Interpretación
240-566-4370