

Policy: NON-DISCRIMINATION

Policy #: I - 06

Last Revision Date:

02/21/2014

Current Revision Date:

08/01/16

BAPTIST HEALTH does not exclude or discriminate on the basis of race, color, creed, religion, gender, national origin, age, disability, genetic information, or veteran status in accordance with applicable federal, state and local laws.

BAPTIST HEALTH does not deny benefits under any of its programs and activities, whether carried out directly or through a contractor or any other entity.

BAPTIST HEALTH is committed to the timely identification and resolution of all issues that may adversely affect employees, patients, or the organization in this regard. Anyone who wants to report any activity which they believe violate this policy should contact one of the following resources for investigation and/or resolution:

- 1) Immediate supervisor or department management, if possible.
- 2) Human Resources by calling 501-202-2804.
- 3) Corporate Compliance by calling 501-202-1323, or the confidential Compliance Line toll free telephone number, 1-800-991-0888.
- 4) The Arkansas State Relay or TDD is 1-800-285-1131 or Dial 711.

These statements are 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, Section 1557 of the Affordable Care Act, 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.

BAPTIST HEALTH communicates its non-discrimination policy to patients through the use of the H-108 Patient Rights and Responsibilities document and to the community and visitors through the Baptist Health's "Corporate Compliance and Plan Your Visit" sections at www.baptist-health.com. The non-discrimination policy is communicated to employees through the Baptist Health employee website, "EmployeeNet", under policies.