

CONNECTICUT CHILDREN'S MEDICAL CENTER
[CCMC Organizational Manual]

Title: Nondiscrimination Policy	
Date of Origination: October 2007	Date Last Revised: August 2008
Approved By: Executive Management Team, Board of Directors	Approval Date: August 2008

- I. Policy:** It is the policy of Connecticut Children's Medical Center (CCMC) that no person or groups of persons shall be discriminated against on the grounds of race, ethnicity, color, sex, national origin, ancestry, religious creed, age, mental retardation or physical disability, including but not limited to blindness, veteran status, sexual orientation, gender identity, civil union or marital status, in any manner unless it is shown by CCMC that such disability prevents performance of the work involved.
- II. Rationale:** CCMC, as an employer and educational institution, values equality of opportunity, human dignity, and racial/ethnic and cultural diversity. Accordingly, CCMC prohibits and will not engage in discrimination or harassment on the basis of race, ethnicity, color, sex, national origin, ancestry, religious creed, age, mental retardation or physical disability, including but not limited to blindness, veteran status, sexual orientation, gender identity, civil union or marital status unless it is shown by CCMC that such disability prevents performance of the work involved. Further, CCMC will continue to take affirmative steps to support and advance these values consistent with CCMC's mission. This policy applies to employment, and access to and treatment in CCMC programs and activities. This is a commitment made by CCMC and is in accordance with federal, state, and/or local laws and regulations.
- III. Scope:** Specifically, the above includes (but is not limited to) the following:
1. Inpatient, outpatient and emergency care will be provided on a nondiscriminatory basis; all patients will be admitted and receive care without regard to race, ethnicity, color, sex, national origin, ancestry, religious creed, age, mental retardation or physical disability, including but not limited to blindness, veteran status, sexual orientation, gender identity, civil union or marital status.
 2. All patients will be assigned and/or transferred to rooms, floors, and sections in accordance with their medical need and without regard to race, ethnicity, color, sex, national origin, ancestry, religious creed, age, mental retardation or physical disability, including but not limited to blindness, veteran status, sexual orientation, gender identity, civil union or marital status, except in cases where patient safety must be considered.

3. Employees will be assigned to patient services without regard to the race, ethnicity, color, sex, national origin, ancestry, religious creed, age, mental retardation or physical disability, including but not limited to blindness, veteran status, sexual orientation, gender identity, civil union or marital status of either the patient or the employee unless it is shown by CCMC that such disability prevents performance of the work involved.
4. Medical staff privileges will not be denied or removed to professionally qualified personnel on the basis of race, ethnicity, color, sex, national origin, ancestry, religious creed, age, mental retardation or physical disability, including but not limited to blindness, veteran status, sexual orientation, gender identity, civil union or marital status.
5. All facilities of CCMC and/or services provided to and by CCMC will be conducted without regard to race, ethnicity, color, sex, national origin, ancestry, religious creed, age, mental retardation or physical disability, including but not limited to blindness, veteran status, sexual orientation, gender identity, civil union or marital status of the provider and/or recipient of the service.
6. All training programs and employment opportunities offered by the hospital shall be open to qualified applicants without regard to race, ethnicity, color, sex, national origin, ancestry, religious creed, age, mental retardation or physical disability, including but not limited to blindness, veteran status, sexual orientation, gender identity, civil union or marital status.
7. The Human Resources Department is designated to monitor compliance with this policy, to institute a grievance procedure, and to investigate allegations of non-compliance involving employees or applicants for employment.
8. The Patient Representative is designated to investigate complaints regarding discrimination involving patients, parents, and visitors of CCMC.
9. The Compliance Officer is designated to investigate complaints regarding discrimination involving vendors and contractors of CCMC.

IV. Cross-referenced Documents

CGS 4a-60

CGS 4a-60a

PA 07-142

PA 07-245

Equal Employment Opportunity/Affirmative Action Policy

Code of Conduct