I. Purpose

Connecticut Children's, as an employer and educational institution, values equality of opportunity, human dignity, and racial/ethnic and cultural diversity. Accordingly, Connecticut Children's promotes acceptance and prohibits non-discrimination and harassment. The purpose of this policy is to outline Connecticut Children's Medical Center's commitment to non-discrimination.

II. Policy

It is the policy of Connecticut Children's Medical Center (Connecticut Children's) that no person or group of persons shall be discriminated against 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 Connecticut Children's that such disability prevents performance of the work involved. This is a commitment made by Connecticut Children's and is in accordance with federal, state, and/or local laws and regulations. Connecticut Children's will take affirmative steps to support and advance these values, which are consistent with Connecticut Children's mission, including enforcement of this policy in the activities listed in the guidelines below.

III. Criteria

A. Inclusions

1. This policy applies to employment, and access to and treatment in Connecticut Children's programs and activities.

IV. Guidelines

A. The following practices will adhere to and support Connecticut Children's policy of non discrimination related 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.

1. Inpatient, outpatient and emergency care will be provided on a nondiscriminatory basis.
2. All patients will be assigned and/or transferred to rooms, floors, and sections in accordance with their medical need and not based on the characteristics above, except in cases where patient safety must be considered.
3. Visitors will not be denied visitation privileges due to discrimination. Connecticut Children's will ensure that all visitors enjoy full and equal visitation privileges consistent with patient preference.

4. Employees will be assigned to patient services without regard to the above characteristics of the patient or employee, unless it is shown by Connecticut Children's that such disability prevents performance of the work involved.
5. Medical staff credentialing and recredentialing decisions, will not be based on the characteristics outlined above, the type of procedure or patient (e.g. Medicaid) the practitioner specializes in, or any other characteristic protected by state, federal, or local law.
6. All facilities of Connecticut Children's and/or services provided to and by Connecticut Children's related to the characteristics above will be conducted without discrimination to the provider or recipient of the services.
7. All training programs and employment opportunities offered by the hospital shall be open to qualified applicants without discrimination due to the characteristics listed above.

B. The Human Resources Department will monitor compliance with this policy, institute a grievance procedure, and investigate allegations of non-compliance involving employees or applicants for employment.

C. The Patient Representative will investigate complaints regarding discrimination involving patients, parents, and visitors of Connecticut Children's.

D. The Compliance Officer will investigate complaints regarding discrimination involving vendors and contractors of Connecticut Children's.

V. References

CGS 4a-60, CGS 4a-60a
Code of Conduct
Equal Employment Opportunity/Affirmative Action Policy
PA 07-142, PA 07-245
NCQA

VI. Related Documents