

CENTERPOINTE, INC.

BEHAVIORAL AND MENTAL HEALTHCARE

NON-DISCRIMINATION POLICY

It is the policy and commitment of CenterPointe, Inc. that it does not discriminate against staff, agency clients, or guests based on race, age, color, sex, national origin, physical or mental disability, sexual orientation, gender identity, or religion; and does not discriminate in the provision of services to an individual's inability to pay; whether payment for services would be made under Medicare, Medicaid, or CHIP; and the individual's race, color, sex, national origin, disability, religion, age, sexual orientation, or gender identity.

CenterPointe, Inc. is committed to a policy of equal employment opportunity/health service and does not discriminate in the terms, conditions, or privileges of employment on account of race, age, color, sex, national origin, physical or mental disability, or religion or otherwise as may be prohibited by federal and state law.

Any employee or client who believes that s/he or any other affiliate of CenterPointe, Inc. has been discriminated against is strongly encouraged to report this concern promptly to the Quality Assurance Manager. The employee or client may request a Grievance form from the front desk staff.

Harassment or intimidation of a client, staff person, or guest because of that individual's race, color, sex, national origin, disability, religion, age, sexual orientation, or gender identity is specifically prohibited and may be grounds for termination. Harassment and intimidation include abusive, foul, or threatening language or behavior.

CenterPointe, Inc. is committed to maintaining an environment that is free of any such harassment and will not tolerate discrimination against staff members, agency clients, or guests. Issues of discriminatory treatment, harassment, or intimidation on any of these bases should immediately be reported to the Quality Assurance Manager and if substantiated, prompt action will be taken.