



## NON-DISCRIMINATION POLICY

The Child Center prohibits discrimination on the basis of race, color, religion, creed, ancestry, sex, age, marital status, national origin, mental or physical disability, political belief or affiliation, veteran status, public assistance status, sexual orientation, gender identity and/or gender expression, genetic information, and any other class of individuals protected from discrimination under state or federal law in any aspect related to access or the delivery of treatment services in its programs and activities or employment and application for employment including the use of Interns or Students. Furthermore, The Child Center policy includes prohibitions of harassment of clients, employees and Interns or Students i.e., racial harassment, sexual harassment, and retaliation for filing complaints of discrimination. Inquiries concerning applicable laws, regulations, and policies should be addressed to the Human Resources Director.

The Child Center is committed to compliance with Title VI and Title VII of the Civil Rights Act of 1964, Title VI of the Civil Rights Act of 1968, Title I and Title II of the Civil Rights Act of 1991, the Equal Pay Act of 1963, Executive Order 11246 (1965), Title IX of the Education Amendments of 1972 and its regulations found at 34 C.F.R. part 106, Sections 503 and 504 of the Rehabilitation Act of 1973, the Americans with Disabilities Act of 1990, the Vietnam-era Veterans Readjustment Act of 1974, the Age Discrimination Act of 1975, the Age Discrimination in Employment Act of 1967, the Family and Medical Leave Act of 1993, and with Massachusetts General Laws, Chapters 151B, 151C, and Chapter 149, all as amended. Inquiries regarding federal laws may also be directed to: Office for Civil Rights, U.S. Department of Education, and U.S. Equal Employment Opportunity Commission. In case of questions concerning this policy, or in the event of a desire to file a complaint alleging violations of the above, please contact:

Human Resource Director, The Child Center  
(541) 726-1465; or contact  
Office for Civil Rights  
U.S. Department of Health and Human Services – Region X  
2201 Sixth Avenue, M/S. RX-11  
Seattle WA 98121  
Phone: (206) 553-7483 (voice) (206) 553-7486 (TTY/TDD)

This statement is 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, the Regulations of the U.S. Department of Health and Human Services issued pursuant to the Acts, Title 45 Code of Federal Regulations Parts 80, 84, and 91. (Other Federal laws and Regulations provide similar protection against discrimination on grounds of sex and creed.)