

**JEFFERSON COUNTY  
DEPARTMENT OF HEALTH**

Title: **Nondiscrimination Policy**  
Section: Health Services Policy  
Number: 6105  
Effective: 02/15/2020  
Approved: 02/15/2020  
Last Revised: 04/26/2017

**Policy Manual**

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*Our mission is to prevent disease and assure access to quality health care, promote a healthy lifestyle and a healthy environment and protect against public health threats.*

**POLICY STATEMENT**

Jefferson County Department of Health (JCDH) does not exclude, deny benefits to, or otherwise discriminate against any person on the grounds of sex, religion, race, color, national origin, disability, or age in admission to, participation in, or receipt of the services and benefits of any of its programs and activities or in employment therein, whether carried out by JCDH directly or through a contractor or any other entity with whom JCDH arranges to carry out its programs.

**REASON FOR POLICY**

This policy 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, Section 1557 of the Patient Protection and Affordable Care Act of 2010, and Regulations of the U.S. Department of Health and Human Services issued pursuant to the Acts, Title 45 Code of Federal Regulations Part 80, 84, and 91 and Title X of the Public Health Services Act.

In order to communicate JCDH's commitment to equal access to programs and activities, JCDH will post this information on our website and in patient material. In addition, JCDH has established a mechanism for individuals who have questions concerning this policy or desire to file a complaint alleging discrimination. JCDH's Notice of Nondiscrimination is available on the frontpage of JCDH's website. Individuals wishing to file a discrimination complaint should contact JCDH's Nondiscrimination Coordinator, who may be reached at (205) 930-1577. The Nondiscrimination Coordinator's complete contact information is included in JCDH's Notice of Nondiscrimination. Information regarding the filing of a discrimination complaint is included in JCDH's Civil Rights Complaint Reporting and Investigating Process, which is available here: <https://www.jcdh.org/SitePages/Misc/PdfViewer?AdminUploadId=586>.

JCDH's employees, including its health care workforce, will receive training when hired and periodically thereafter to ensure compliance with policies and procedures related to professional conduct, Civil Rights, and our nondiscrimination policies. All employees are expected to comply with the standards outlined in this policy. Violations of this policy (and related policies) may be considered serious infractions and will be addressed through the disciplinary process. Employees are required to report suspected violations to Risk Management.

APPROVED THIS DAY 2-11-2020

*MEW MD*

MARK E. WILSON, MD  
HEALTH OFFICER

