

NON-DISCRIMINATION POLICY

Cross Home Care is an Equal Opportunity Employer. We are committed to providing an inclusive and welcoming environment for all members of our staff and clients. In accordance with Civil Rights Act 1964, it is the policy that Cross Home Care does not and shall not discriminate on the basis of race, color, religious creed, sex, sexual preference, age, national origin, ancestry, handicap or disability, marital status, or military status, in any of its activities or operations. These activities include, but are not limited to, hiring and firing of staff, referring clients/ staff, selection of clients or medicaid recipients and the services provided to clients. Reasonable accommodations shall be provided for handicapped or disabled employees.

Clients and employee have the right to register their complaints of discrimination with:

Bureau of Equal Employment
Opportunity:
301 5th Ave.
Suite 410, Piatt Place
Pittsburgh, PA 15222
(412)565-7607

Pennsylvania Department of
Health-Division of Home Health:
2525 N. 7th Street, Harrisburg, PA
17110
Phone: (717)783-1379
Complaint Hotline: 1-800-254-5164

Pennsylvania Human Relations:
301 5th Ave.
Suite 390, Piatt Place
Pittsburgh, PA 15222
Phone (412) 565-5711
TTY users only (412) 565-5711

Crawford Active Aging, Inc.'s
Ombudsman:
1034 Park Ave
Meadville, PA 16335
(814) 336-1792

Mercer County Area Agency on Aging,
Inc. Ombudsman:
133 North Pitt Street Mercer, PA
16137-1206 (724) 662-6222 /
1-800-570-6222

Lawrence County Area Agency on
Aging Ombudsman:
2706 Mercer Road New Castle, PA
16105-1422 (724) 658-3729

Greater Erie Community Action
Committee Area Ombudsman:
Agency on Aging 18 West Ninth Street
Erie, PA 16501 (814) 459-4581

Butler County Area Agency on Aging
Ombudsman:
111 Sunnyview Circle, Suite 101
Butler, PA 16001-3547 (724)
282-3008 / 1-888-367-2434

Venango County Area Agency on
Aging
1 Dale Avenue Franklin, PA 16323
(814) 432-9711 / 1-866-452-4464

AMERICANS WITH DISABILITIES ACT COMPLIANCE POLICY

It is Cross Home Care's policy not to discriminate against qualified individuals with a physical or mental disability with regard to any aspect of employment. Cross Home Care is committed to complying with the American with Disabilities Act, as amended, as we have read, understand, and will abide by the ADA Provisions.

Cross Home Care recognizes some individuals with disabilities may require accommodations in order to perform their duties and responsibilities. If you are disabled or become disabled (meaning you have a mental or physical impairment substantially limiting one or more of the major life activities) and you require a reasonable accommodation, you must contact Human Resources at Cross Home Care to begin the interactive process, which will include discussing your disability, limitations, and possible reasonable accommodations that may enable you to perform the functions or your position, make the workplace readily accessible to and usable by you, or otherwise allow you to enjoy equal benefits and privileges of employment.