

<b>Vermont Psychiatric Care Hospital Policy and Procedure</b>		
<b>Non-Discrimination</b>		
Effective: 4/7/2014	Revised: September 2023	Due to Review: September 2025

## **POLICY**

The Vermont Psychiatric Care Hospital (VPCH) exercises zero tolerance and prohibits discrimination of any kind. VPCH does not exclude, deny benefits to, or otherwise discriminate against any person on the basis of any factor that is prohibited by law, regulation, or policy, in the admission to, participation in, or receipt of the services and benefits of any of its programs and activities, or subject any person to discrimination, including sexual harassment, or in employment therein.

## **DEFINITIONS:**

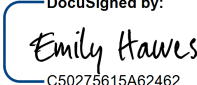
Discrimination: As used in this policy, the term discrimination is intended to include all forms of mistreatment or denial of privileges/services based upon impermissible factors as established by state or federal law, applicable regulations, or applicable policy.

## **PROCEDURE**

VPCH personnel are expected to comply with this policy and take measures to ensure that discrimination does not occur. Personnel who believe they have been witness or subject to discrimination shall report alleged act(s) immediately to any one of the following in accordance with state of Vermont policy:

- An immediate supervisor
- Any member of the VPCH Executive Leadership Team
- Any member of the State of Vermont Department of Human Resources

Disciplinary action, up to and including dismissal, may be taken against any employee who engages in discrimination, fails to report violations of this policy, or who otherwise violates this policy and/or applicable state and federal laws.

<b>Approved by</b>	<b>Signature</b>	<b>Date</b>
Emily Hawes Commissioner Vermont Department of Mental Health	 <p>DocuSigned by: Emily Hawes C50275615A62462...</p>	9/27/2023