

EAGLEVILLE HOSPITAL

CIVIL RIGHTS POLICY

Admission and Treatment

Eagleville Hospital has agreed to comply with the provisions of the Civil Rights Act of 1964 and the Pennsylvania Human Relations Act (43 §§P.S. 951-963) and all requirements imposed pursuant thereto, to the end that no person shall on the grounds of race, creed, color, national origin, religion, age, sex, sexual preference, marital status or handicap, be excluded from participation in, be denied benefits of, or otherwise be subjected to discrimination in the provisions of any care or service.

Employment

Eagleville Hospital is an Equal Opportunity and Affirmative Action Employer and is committed to the provisions of the Civil Rights Act of 1964 and the Pennsylvania Human Relations Act in all areas of employment including, but not limited to, hiring, promotions, transfers, benefits and terminations. We will not only refrain from deliberate discrimination, but will take positive steps to assure non-discriminatory practices and policies and remedy continuing effects of past discrimination.

Compliance Procedure

1. All patients are assigned to rooms, floors, programs and groups in accordance with their medical treatment needs.
2. Patients are not asked whether they are willing or desire to share a room with a person of another race or religion.
3. Transfer of patients from rooms assigned or selected, or both, shall not be made for other than valid medical reasons.
4. Staff are assigned to patient services without regard to the race, creed, color, national origin, religion, age, sex, sexual preference, marital status or handicap of either the patient or staff member.
5. At discharge, patients are not referred to those facilities, programs or agencies which are known to Eagleville Hospital to be in non-compliance with the provisions of the Civil Rights Act of 1964 and the Pennsylvania Human Relations Act. Eagleville Hospital will report immediately to the appropriate authorities when discriminating practices experienced by Eagleville Hospital referred patients are brought to its attention.
6. All training programs and opportunities offered by Eagleville Hospital are open to qualified applicants without regard to race, creed, color, national origin, religion, age, sex, sexual preference, marital status or handicap. Recruitment efforts for these training programs and opportunities will include sources having potential racial minority applicants.
7. The following records of compliance will be maintained:
 - a) A signed and dated notice of the non-discriminatory admissions and treatment, and employment policies, indicating the date the policies were adopted, is posted in the Administration Building and the Admissions waiting area. A copy of the Commonwealth

Civil Rights Policy

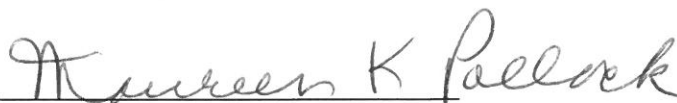
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of Pennsylvania Department of Health notice providing instructions for those wishing to file complaints of discrimination is also posted in these areas.

- b) Referral Agreements are sent to the regular referral resources of Eagleville Hospital, notifying them of the non-discriminatory policy. Signed and dated copies of these agreements are kept on file.
- c) Employees are informed of the non-discriminatory employment policy in the Employee Handbook. The Handbook is distributed to new hires, who must sign a statement of willingness to comply with all policies contained in the Handbook. The Handbook is also distributed to all employees when revised (not necessarily annually).
- d) Patients are informed of the non-discriminatory admissions and treatment policy in the Patients' Bill of Rights, distributed upon admission to each Eagleville Hospital patient.
- e) Human Resources and Public Relations are responsible for notifying the public of the non-discriminatory policy via newspapers, radio, television and brochures.
- f) A roster of all bilingual employees is maintained by Human Resources to facilitate the delivery of service for those patients who do not speak English.
- g) Records, by race, showing the utilization of rooms; transfers made to other treatment care facilities during treatment; referrals to aftercare facilities; and participation in training programs for such periods of time as may be required by the Department of Health to determine compliance with the Pennsylvania Human Relations Act.
- h) Such other records or reports as may be required by the Department of Health, from time to time, to determine compliance with the Pennsylvania Human Relations Act. This includes completion of the Department's Civil Rights Compliance Form.

Approved Mechanism

The above Civil Rights Policy is effective when approved by the Chief Executive Officer and the Board of Directors.



Maureen King Pollock

CEO

March 15, 2010