

Great Rivers Behavioral Health Administrative Services Organization

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| Policy Title: | Non-Discrimination | Policy No. 1009.00 |
| Category: | Administrative | Date Adopted: 01/10/2020 Date Revised: Date Reviewed: |
| Reference: | 42 Code of Federal Regulations Title VI Civil Rights Act 1964 Age Discrimination Act 1975 Rehabilitation Act 1973 Titles I & II Americans with Disability Act | |

Policy:

- 1.1. Great Rivers Behavioral Health Administrative Services Organization ("Great Rivers BH-ASO") shall provide equal opportunity in all aspects of its services, activities, and employment free from discrimination without regard to race, color, religion, creed, national origin, sex, age, sexual orientation, marital status, Vietnam-Era Veteran, Disabled Veteran, disability and the use of service animals or trained guide dogs.

Procedure:

- 1.2. Great Rivers BH-ASO shall collect statistical data on staff members, members of Great Rivers BH-ASO Governing and Advisory Boards, and other volunteers, and make it available for analysis to show the extent to which persons with disabilities and minority persons are included in Great Rivers BH-ASO activities.
- 1.3. Data for non-discrimination purposes is entirely voluntary; no adverse effects will result from refusal to furnish data.
- 1.4. Data shall be kept separate from personnel files.
- 1.5. Data shall be available only on a need to know basis (non-discrimination personnel, discrimination complaint investigators, etc.) and distributed only in the aggregate for other uses.

POLICY SIGNATURE

DocuSigned by:

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Edna J. Fund, Chair
 Great Rivers BH-ASO Governing Board

4/14/2020

 Date