
Indiana Pediatric Associates, PC

Non-Discrimination Policy

Indiana Pediatric Associates, PC is committed to providing a safe, respectful, and inclusive environment for all patients, families, visitors, and staff. We strictly prohibit discrimination in accordance with all applicable **federal laws**, including but not limited to:

- **Title VI of the Civil Rights Act of 1964**
- **Section 1557 of the Affordable Care Act (ACA)**
- **Americans with Disabilities Act (ADA)**
- **Section 504 of the Rehabilitation Act of 1973**
- **Age Discrimination Act of 1975**

We also comply fully with **Pennsylvania state laws**, including the **Pennsylvania Human Relations Act (PHRA)**, which prohibits discrimination in healthcare settings.

Policy Statement

Indiana Pediatric Associates, PC does **not** discriminate against any patient, parent/guardian, visitor, or employee on the basis of:

- Race
- Color
- National origin
- Ancestry
- Ethnicity
- Religion
- Sex (including pregnancy, sexual orientation, gender identity, and gender expression)
- Age
- Disability (physical, intellectual, developmental, or mental health)
- Genetic information
- Limited English proficiency
- Marital or familial status
- Military or veteran status
- Any other characteristic protected by federal or Pennsylvania law

This policy applies to **all services**, including but not limited to: patient care, medical treatment, admissions, referrals, billing, employment practices, and access to programs or activities.

Reasonable Accommodations

Indiana Pediatric Associates, PC will provide reasonable accommodations to ensure equal access to care, including:

- Auxiliary aids and services for individuals with disabilities
- Language assistance services, including qualified interpreters and translated materials
- Modified communication methods for patients with sensory, cognitive, or speech impairments

Accommodations are provided **at no cost** to the patient or family.

Prohibited Conduct

The following behaviors are strictly prohibited:

- Denying care or altering the level of care based on a protected characteristic
 - Harassment, intimidation, or hostile treatment
 - Retaliation against any individual who reports discrimination or participates in an investigation
 - Failure to provide reasonable accommodations when required by law
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Reporting Concerns

Anyone who believes they have experienced discrimination or witnessed discriminatory behavior at Indiana Pediatric Associates, PC may report concerns to:

Practice Administration

Indiana Pediatric Associates, PC

(Insert practice phone number or internal reporting contact)

Reports may be made verbally or in writing. All concerns will be reviewed promptly, thoroughly, and impartially. Retaliation for reporting is strictly prohibited.

Individuals also have the right to file complaints externally with:

- **U.S. Department of Health & Human Services, Office for Civil Rights (OCR)**
 - **Pennsylvania Human Relations Commission (PHRC)**
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Commitment to Equity and Respect

Indiana Pediatric Associates, PC is dedicated to fostering a welcoming environment where every child and family receives compassionate, equitable, and high-quality care. We expect all staff, contractors, and partners to uphold this policy at all times.
