 POLICY AND PROCEDURE	Code No. ADM 001
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	Effective Date: 5/1990 Latest Review: 06/19/2025 Board Approved: 07/24/2025
DEPARTMENT: ADMINISTRATION	
SUBJECT: Non-Discrimination	

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PURPOSE:

Good Samaritan Hospital in compliance with Title VI of the Civil Rights Act, Section 504 of the Rehabilitation Act of 1973 and Age Discrimination Act of 1975 as characterized by an absence of separation, discrimination or other distinction on the basis of race, color, or national origin, mental or physical challenge and age in any activity conducted by, for, or in the institution affecting the care and treatment of patients.


SCOPE: All people associated with GSH, Rural Health Care Clinics/Centers.

COMPLIANCE RESPONSIBILITY: CAO

POLICY:

1. Admission:

- a. All patients are admitted to the hospital for inpatient, outpatient and emergency care without discrimination and no inquiries are made regarding race, color or national origin, or mental or physical challenge prior to admission. The hospital ensures that staff physicians do not consider race, color, or national origin, mental or physical challenge and age as a factor in selecting hospitals for their patients. Where there is significant variation between the racial composition of the patient's census and available responsibility to determine the reason for such variation and to take whatever action may be necessary to correct any discrimination.
- b. Hospital policies regarding deposits, extension of credit and other financial matters are applied uniformly and without regard to race, color or national origin, mental or physical challenge and age.
- c. Information regarding the price and availability of accommodation is uniformly made available to all without regard to race, color, or national origin, mental or physical challenge and age.

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2. Records:


Records are maintained uniformly without discrimination for all patients. Identification by race, color, or national origin on records is not considered to be discriminatory and may be used to demonstrate compliance with Title VI.

3. Services and Physical Facilities Provided by Hospital:

- a. All therapeutic, diagnostic, preventive, nursing, and personal care services are provided without discrimination.
- b. All outpatient services are available without discrimination as to quality of care and as to days or hours, and all patients are treated in turn, or in accordance with the urgency of their medical needs. Patients in these services who require inpatient care are assigned or referred to such care on a nondiscriminatory basis.
- c. Ancillary services such as social services, dietary and laundry services, and facilities such as waiting rooms, lounges, entrances and exits, dining rooms, are provided and used without discrimination.
- d. Rules of courtesy are uniformly applied without regard to race color, national origin, mentally or physically challenged or age in all situations including face-to-face contact, written records and communications.
- e. Assignment of staff to patients is not governed by the race, color, national origin, mental or physical challenge or age of either patient or staff.

4. Room Assignments and Transfers:

- a. Patients are assigned to rooms, and other areas without regard to race, color or national origin. Such an assignment will result in a degree of multiracial occupancy of multi-bed accommodations which reflects the proportion of minority use of the facility.
- b. Patients are not asked whether they are willing to share accommodation with persons of a different race, color, national origin, mental or physical challenge or age. Requests from patients for transfer to other rooms in the same class of accommodations are not honored if based on racial, or ethnic

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considerations, exceptions may be made only if the attending physician or hospital administrator certifies in writing that in his judgement there are valid medical reasons or special compelling circumstances in the individual case. However, such certifications may not be used to permit segregation as a routine practice in the facility.

5. Staff Privileges:

- a. Staff privileges in all areas and specialties are granted, maintained, upgraded and withdrawn in a nondiscriminatory manner, and standards for professional qualifications are applied uniformly without regard to race, color, or national origin.
- b. No requirement for membership in an organization may be established be it at the time covered by such requirement the organization discriminated against.
- c. Disciplinary actions of all kinds, including the withdrawal of staff privileges, are administered without discrimination. Restrictions on granting staff privileges are not applied so as to perpetuate past discrimination.

6. Training:

All aspects of all training programs operated by the hospital are conducted without discrimination.

7. Notification of Availability of Service and Nondiscrimination Policy:

The hospital has adopted and where appropriate provided its staff, employees and patients with copies of written statements which set forth the hospital's nondiscrimination policies. These policies include the employee handbook.

8. Referrals:

Hospital referrals, including but not limited to referrals to physicians, extended care facilities and other post-hospital care programs, are made in a manner which does not result in discrimination.