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**OPPORTUNITY EMPLOYER**

**Policy No. 1-001.1**

**PURPOSE**

To ensure that all persons have equal employment opportunity.

**POLICY**

In accordance with Title VI of the Civil Rights Act of 1964 and its implementing regulation, Valley Home Health, Inc. is an *EQUAL OPPORTUNITY EMPLOYER* and *WILL NOT DISCRIMINATE AGAINST RACE, COLOR, SEX, CREED, NATIONAL ORIGIN OR COMMUNICABLE DISEASE AS DEFINED IN SECTION 504 OF TITLE VI.*

In accordance with Section 504 of the Rehabilitation Act of 1973 and its implementing regulation, Valley Home Health, Inc. *WILL NOT, DIRECTLY OR THROUGH CONTRACTUAL OR OTHER ARRANGEMENTS, DISCRIMINATE ON THE BASIS OF HANDICAP.*

In accordance with the Age Discrimination Act of 1975 and its implementing regulation, Valley Home Health, Inc. *WILL NOT, DIRECTLY OR THROUGH CONTRACTUAL OR OTHER ARRANGEMENTS, DISCRIMINATE ON THE BASIS OF AGE* in the provision of services, unless age is a factor necessary to the normal operation or the achievement of any statutory objective.

In accordance with the Americans with Disabilities Act of 1992 (42 USC §12101) and its implementing regulations, (private employers with more than 25 organization personnel), Valley Home Health, Inc. *WILL NOT, DIRECTLY OR THROUGH CONTRACTUAL OR OTHER ARRANGEMENTS, DISCRIMINATE ON THE BASIS OF DISABILITY.* A disability is a physical or mental impairment that substantially limits a major life activity, or for which there is a record of impairment or which causes the individual to be regarded as impaired.