

Nondiscrimination Policy SERVICES

SUBJECT: Nondiscrimination in Services

TO: Clients/ Parents/Residents

FROM: Jack Goga, CEO

Admissions, the provisions of services, and referrals of clients shall be made without regard to race, color, religious creed, disability, ancestry, national origin (including limited English proficiency), age, or sex.

Program services shall be made accessible to eligible persons with disabilities through the most practical and economically feasible methods available. These methods include, but are not limited to, equipment redesign, the provision of aide, and the use of alternative service delivery locations. Structural modifications shall be considered only as a last resort among available methods.

Any individual (and/or their guardian) who believes they have been discriminated against, may file a complaint of discrimination with:

**Dickinson, Inc.
110 Lincoln Street
Ridgway, PA 15853**

Or

**Department of Public Welfare
Bureau of Equal Opportunity
Room 223, Health & Welfare Building
P O Box 2675
Harrisburg, PA 17105**

**PA Human Relations Commission
Eleventh Floor
Pittsburgh State Office Building
300 Liberty Avenue
Pittsburgh, PA 15222**

**U. S. Department of Health & Human Services
Office of Civil Rights
Suite 372, Public Ledger Bldg.
150 South Independence Mall West
Philadelphia, PA 19106-9111**

**Bureau of Equal Opportunity
Western Regional Office
Rm. 702, Pittsburgh State Office Building
300 Liberty Avenue
Pittsburgh, PA 15222**