



# Community Health Center of Southeast Kansas

Anti-Discrimination in Employment and Service Delivery	
Effective Date: June 18, 2020	Policy Section: General
Approval:  Chief Executive Officer	Approval:  Board Chairperson
6/18/20 Date	6-18-20 Date

**Purpose:** Community Health Center of Southeast Kansas, Inc. (CHC/SEK) does not discriminate on the basis of ability/inability to pay, whether the payment for services would be made under Medicare, Medicaid, CHIP, other governmental payer source, or private payer source, race, color, national origin, gender, sex, age, religion, economic status, gender identity, gender expression, disability, or sexual orientation in CHC/SEK’s provision of services or employment practices. CHC/SEK is an Equal Opportunity Employer. Discrimination includes harassment, which includes a wide range of abusive and humiliating verbal or physical behaviors that are directed against a particular person or persons because of one of the above named qualities. Discrimination also includes creating a “hostile environment” where the conduct is sufficiently severe or pervasive to alter the conditions of the person’s employment or the provision of healthcare services. CHC/SEK staff have a responsibility to report discrimination and those individuals in supervisory roles have a special responsibility to take action to correct it. Any person found to have violated this Anti-Discrimination in Employment and Service Delivery Policy will be subject to appropriate disciplinary action.

Individuals who believe they have been subjected to discrimination may contact:

Daniel S. Creitz  
 General Counsel / Compliance Officer  
 Mail: 3011 N. Michigan, Pittsburg, KS 66762  
 Call: 620-240-5015, Ext. 1015  
 Fax: 620-235-069  
 Email: dcreitz@chcsek.org

Or, a complaint of discrimination may be reported directly in writing to:

- a) For complaints of discrimination, that occurred in Kansas.

To Regional Manager of the Office for Civil Rights, U.S. Department of Health and Human Services, 601 East 12th Street, Room 353, Kansas City, MO 64106.

- b) For complaints of discrimination, that occurred in Oklahoma.

To Regional Manager of the Office of Civil Rights, U.S. Department of Health and Human Services, 1301 Young Street, Suite 106, Dallas, TX 75202.

Adopted: May 12, 2003

Updated: October 17, 2012, April 18, 2012, November 7, 2013,  
February 15, 2018, June 18, 2020

*See Other Relevant/Related Policies: Patient Rights & Responsibilities, Corporate Compliance & Conflict of Interest.*