



Fertility Specialists Medical Group, Inc.

Non-Discrimination Policy

PURPOSE:

To ensure that all patients and visitors of Fertility Specialists Medical Group (FSMG) are treated with equality, in a welcoming nondiscriminatory manner, consistent with applicable state, federal, and local law.

SCOPE:

This policy applies to all members of FSMG's workforce, including employees, medical staff members, contracted service providers, volunteers, all vendors, representatives and any other individuals providing services to or on or behalf of FSMG.

POLICY:

FSMG is dedicated to providing services to patients and welcoming visitors in a manner that respects, protects and promotes patient rights.

1. Facility personnel will treat all patients and visitors receiving services from FSMG with equality in a welcoming manner that is free from discrimination based on age, race, color, creed, ethnicity, religion, national origin, marital status, sex sexual orientation, gender identity or expression, disability, veteran or military status, or any other basis prohibited by federal, state, or local law.
2. FSMG will inform patients of availability of and make reasonable accommodations for patients consistent with federal and state requirements. For example, language interpretation services will be made available for non-English speaking patients and sign language interpretation will be made available for hearing impaired patients.
3. FSMG will afford visitation rights to patients free from discrimination based on age, race, color, creed, ethnicity, religion, national origin, marital status, sex, sexual orientation, gender identity or expression, disability, veteran or military status, or any other basis prohibited by federal, state, or local law and will ensure that visitors receive equal visitation privileges consistent with patient preferences.
4. Any person who believes that he, she, or another person has been subjected to discrimination which is not permitted by the Policy, may file a complaint using FSMG's complaint and grievance procedure.
5. FSMG personnel are prohibited from retaliating against any person who opposes, complains about, or reports discrimination, files a complaint, or cooperates in an investigation of discrimination or other proceeding under federal, state, and local anti-discrimination law.

PROCEEDURE:

FSMG's Corporate Compliance Officer/Patient Advocate or designee is responsible for coordinating compliance with this Policy, including giving notice to and training all personnel on the Policy.

1. FSMG will determine eligibility for and provide services, financial aid, and other benefits to all patients in a similar manner, without subjecting any individual to separate or different treatment on the basis of age, race, color, creed, ethnicity, religion, national origin, marital status, sex, sexual orientation, gender identity or expression, disability, veteran or military status, or any other basis prohibited by federal, state, or local law.
2. FSMG personnel will provide written notices to patients regarding this Nondiscrimination Policy and FSMG's commitment to providing access to and the provision of services in a welcoming, nondiscriminatory manner.
3. At the time the patients are notified of their patient rights through the New Patient Packet, FSMG Personnel will also inform each patient, or the patient's support person, including the patient's attorney in fact, when appropriate, of the patient's visitation rights
4. including any clinical restriction on those rights, and the patient's right, subject to the patient's consent, to receive visitors whom the patient designates, free of discrimination based upon age, race, color, creed, ethnicity, religion, national origin, marital status, sex, sexual orientation, gender identity or expression, disability, veteran or military status, or any other basis prohibited for federal, state, or local law. Such visitors include a spouse, state registered domestic partner (including same-sex state registered domestic partner), another family member, friend, or a legal representative of the patient, such as an attorney-in-fact. FSMG personnel will also notify patients of their right to withdraw or deny such consent at any time. FSMG personnel will afford such visitors equal visitation privileges consistent with the patient's preferences.
5. Any FSMG personnel receiving a patient or visitor discrimination complaint will advise the complaining individual that he or she may report the problem to FMSG's administration and file a complaint without fear of retaliation.