

## **Non-discrimination Policy:**

**Spring Creek Rehab believes that the fair and equitable treatment of employees, Residents and other persons is critical to fulfilling its vision and goals. Associates shall comply with all applicable laws and regulations which prohibit discrimination.**

**No person shall, on the grounds of race, color, creed, religion, sexual orientation, national origin, age, sex, marital status, blindness, source of payment or sponsorship, disability, or other legally protected status, be excluded from participation in, be denied benefits of, or otherwise be subjected to discrimination under any program, service, or activity offered by Spring Creek Rehab.**

**Compliance with the facility's non-discrimination policy is mandatory. Any allegation of a violation of this policy must be reported immediately to the Compliance Officer.**

## **Equal Employment Opportunity:**

**Spring Creek Rehab is committed to providing an equal opportunity work environment where its employees are treated with fairness, dignity, and respect in compliance with all laws and regulations and policies related to non-discrimination in all of its personnel actions. Such actions include hiring, staff reductions, transfers, terminations, evaluations, recruiting, compensation, corrective action, discipline, and promotions.**

**The following principles shall be adhered to:**

**a. No one shall discriminate against any individual with a disability with respect to any offer, or term or condition, of employment. Spring Creek Rehab will**

**make reasonable accommodations for the known physical and mental limitations of otherwise qualified individuals with disabilities.**

**b. Spring Creek Rehab shall recruit, hire, train, promote, assign, transfer, recall and terminate employees based on their qualifications, ability, achievement, experience and/or conduct without regard to race, color, religion, sex, ethnic origin, age or disability, or any other legally protected classification.**

**c. Exclusionary policies will not differ between the sexes.**

**d. Appropriate physical facilities will be available for both sexes.**

**e. Religious observances and practices will be accommodated unless an undue hardship is placed on the employer's business.**

**f. There will be no retaliation against individuals who file a complaint.**

#### **4. Harassment and Workplace Violence:**

**Spring Creek Rehab is committed to sustaining a work environment that encourages employees to treat each other with dignity and respect and is free from harassment.**

**Prohibited behaviors include:**

**a. engaging in harassing behavior, such as degrading or humiliating jokes, slurs, intimidation, or other harassing conduct. Spring Creek Rehab will not tolerate harassment by anyone based on the diverse characteristics or cultural backgrounds of others.**

**b. any form of sexual harassment, including sexual advances or requests for sexual favors in conjunction with employment decisions. Verbal or physical conduct of a sexual nature that interferes with an individual's work performance**

**or creates an intimidating, hostile, or offensive work environment is prohibited.**