



# **ELM TERRACE GARDENS**

**660 North Broad Street  
Lansdale, PA 19446**

## **Policy on Civil Rights Compliance and Non-Discrimination**

[References: Pa. Department of Health,  
Long Term Care Regulations, Sec. 201.28(3);  
Pa. Department of Public Welfare,  
Personal Care Regulations, Sec. 2620.5;  
42 CFR 483.75(c)]

Elm Terrace Gardens complies with applicable Federal civil rights laws and does not discriminate on the basis of race, color, national origin, age, disability, sex, religion, or ancestry. Elm Terrace Gardens does not exclude people or treat them differently because of race, color, national origin, age, disability, sex, religion, or ancestry.

Elm Terrace Gardens:

- Provides free aids and services to people with disabilities to communicate effectively with us, such as:
  - Qualified sign language interpreters
  - Written information in other formats (large print, audio, accessible electronic formats, other formats)
- Provides free language services to people whose
- Primary language is not English, such as:
  - Qualified interpreters
  - Information written in other languages

If you need these services, please contact Tara Petropoulos.

If you believe that Elm Terrace Gardens has failed to provide these services or discriminated in another way on the basis of race, color, national origin, age, disability, or sex, you can file a grievance with:

Tara Petropoulos  
660 North Broad Street  
Lansdale, PA 19446  
215-361-5641 (phone)  
215-361-5670 (fax)  
[Tara.Petropoulos@etg-ccrc.org](mailto:Tara.Petropoulos@etg-ccrc.org)

You can file a grievance in person or by mail, fax, or email. If you need help filing a grievance, Tara Petropoulos is available to help you.

You can also file a civil rights complaint electronically with the U.S. Department of Health and Human Services, Office for Civil Rights, through the Office for Civil Rights Complaint Portal, available at <https://ocrportal.hhs.gov/ocr/portal/lobby.jsf> or by mail or phone at:

U.S. Department of Health and Human Services  
200 Independence Avenue, SW  
Room 509F, HHH Building Washington, D.C. 20201  
1-800-368-1019, 800-537-7697 (TDD)  
Complaint forms are available at  
<http://www.hhs.gov/ocr/office/file/index.html>

## **Employment**

This facility has agreed to comply with applicable provisions of Title VII of the Federal Civil Rights Act of 1964, as amended; the Federal Equal Pay Act of 1963, as amended; the Federal Age Discrimination in Employment Act of 1967, as amended; the Federal Americans with Disabilities Act of 1990; the Pennsylvania Human Relations Act (43 P.S. Sections 951-962.2); and all requirements imposed pursuant thereto, to the end that no person shall, on the grounds of race, color, national origin, ancestry, age, sex, or religious creed, or handicap or disability, be excluded from, denied benefits of, or be subject to discrimination in employment. Furthermore, this facility will make reasonable accommodations for persons with disabilities, including, but not limited to, hearing, speech, vision, and mobility impairments.



Timothy J. Murphy, NHA  
President, CEO

October 16, 2016  
Date