

SCIOTO COUNTY BOARD OF DEVELOPMENTAL DISABILITIES

POLICY 2.05 NONDISCRIMINATION IN SERVICE PROVISION

Ref.: ORC 5126.07

- A. The Board and any agency, corporation, or association under contract with the Board, shall serve eligible individuals equally without regard to race, color, national origin, religion, creed, age, sex, disability, or inability to pay in accordance with the determined needs of the individual.
- B. There shall be no distinction made in determining eligibility for services because of race, color, national origin, religion, age, sex, or inability to pay.
- C. This agency will operate in accordance with federal anti-discrimination laws in that no otherwise qualified person shall be excluded from participation, denied the benefits of, or be otherwise subjected to discrimination under any program or activity for which this agency receives federal financial assistance.
- D. Complaint resolution guidelines
 - 1. Any otherwise qualified individual, who believes that he/she has been excluded from participation in, denied the benefits of, or subjected to discrimination by the Scioto County Board of DD or an entity under contract to the Board for the provision of services, because of his/her race, color, national origin, religion, creed, age, sex, disability or inability to pay, has the right to file a discrimination complaint with the Board's administration and to have the complaint heard by an appropriate authority of the agency as determined by the Board's administrative resolution of complaints procedure adopted under Section 5123.043 of the Ohio Revised Code. After exhausting the administrative resolution process, the person may commence a civil action if the complaint is not settled to the person's satisfaction.
 - 2. Any person, other than an employee of the Board, who has a complaint regarding any of the programs, services, policies, or administrative practices of the Scioto County Board of Developmental Disabilities or any of the entities under contract with the county board or may file a complaint according to the administrative resolution process established under Section 5123.043 of the Ohio Revised Code.
 - 3. Any employee, former employee or applicant for employment who believes he/she has been the subject of discrimination because of his/her race, color, national origin, religion, creed, age, sex/gender, parental status, political affiliation, disability, veteran's status, or genetic information has the right to file a discrimination complaint with the

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Board's administration and to have the complaint heard by an appropriate authority of the agency. Request and follow a copy of Policy 3.02.01 Fair Employment Standards and the EEO Complaint Procedure.

4. Parents, guardians or advocates may act on behalf of the individual and may assist the individual in seeking a resolution to the complaint. The agency will inform the complainant of his/her rights and assist in the referral of the complaint to an appropriate state or federal agency, if appropriate.
5. Complainants will be provided such auxiliary aids as are necessary to offer an equal opportunity to participate in the complaint resolution process. This includes, but is not limited to, holding meetings in an accessible place and the provision of interpreters for people with impaired hearing (if that is their preferred method of communication) at no cost to the individual.
6. Membership of a person on, or employment of a person by, a county board of developmental disabilities does not affect the eligibility of any member of that person's family for services provided by the board or by any entity under contract with the Board.