



NON-DISCRIMINATION POLICY

It is the policy and commitment of Rainbow Home Healthcare that it does not discriminate on the basis of race, age, color, sex, national origin, physical or mental disability, or religion.

Equal Employment Opportunity:

Rainbow Home Healthcare, Inc. is committed to a policy of equal employment opportunity and does not discriminate in the terms, conditions, or privileges of employment on account of race, age, color, sex, national origin, physical or mental disability, or religion or otherwise as may be prohibited by federal and state law.

Any employee, board member, volunteer or client who believes that s/he or any other affiliate of Rainbow Home Healthcare, Inc. has been discriminated against is strongly encouraged to report this concern promptly to the Director of Nursing and Administrator.

Discriminatory Harassment:

Harassment or intimidation of a client, staff person or guest because of that person's race, age, color, sex, national origin, physical or mental disability, or religion is specifically prohibited and may be grounds for termination. Harassment and intimidation includes abusive, foul or threatening language or behavior. Rainbow Home Healthcare, Inc. is committed to maintaining a workplace that is free of any such harassment and will not tolerate discrimination against staff members, volunteers or agency clients.

Issues of discriminatory treatment, harassment, or intimidation on any of these bases should immediately be reported to the Director of Nursing or immediate supervisor and, if substantiated, prompt action will be taken.

Rainbow Home Healthcare reserves the right to terminate any employee, staff, at any time if found to be noncompliance with company's policies and procedures.