

Non-Discrimination Policy

Silver Lining Home Health Care, Inc. is committed to a policy that prohibits discrimination in any form. Silver Lining provides services, makes referrals and makes employment actions without regard to race, sex, color, national origin, ancestry, religious creed, age or disability. Individuals with Disabilities Section 503 Rehabilitation Act of 1973, as amended, protects qualified individuals from discrimination on the basis of disability in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment. Silver Lining will provide reasonable accommodation to the known physical or mental limitations of an otherwise qualified individual with a disability who is an applicant or employee at all levels of employment including the executive level.

Our policy also prohibits retaliation against any person who makes or files a charge or complaint of discrimination, participates in a discrimination proceeding, or otherwise opposes any practice believed to be discriminatory.

Any person who believes or suspects they are a victim of discrimination has the right to file a charge or complaint of discrimination with the Equal Employment Opportunity Commission (EEOC), the Pennsylvania Human Relations Commission (PHRC) and/or the Pennsylvania Department of Health. There are strict time limits to file charges or complaints of discrimination with these agencies. To preserve the ability of the EEOC, the PHRC and/or the Department of Health to act on your behalf and to protect your rights, you should contact the appropriate agency or agencies promptly after discrimination is suspected. Silver Lining conspicuously posts the EEOC's and PHRC's official publications relating to the anti-discrimination laws and how to contact these agencies if discrimination is suspected. Should you wish to contact the Pennsylvania Department of Health, you should call 1-877 PA-HEALTH or write to the Pennsylvania Department of Health at the Health and Welfare Building, 8th Floor West, 625 Forster Street, Harrisburg, PA 17120.