

## **OPEN SERVICES INITIATION POLICY (GENERIC)**

It shall be the policy of OHI to initiate services and treat all persons without regard to race, color, sex, disability, sexual orientation, gender identification or national origin. The same requirements for service initiation are applied to all, and each person is supported without regard to race, color, sex, disability, sexual orientation, gender identification or national origin.

There is no distinction in eligibility for, or in the manner of providing, any service or support provided by or through OHI. All services and supports of OHI are available without distinction to all persons supported and visitors, regardless of race, color, sex, disability, sexual orientation, gender identification or national origin.

All persons and organizations that have occasion to either refer persons for services or supports, or recommend OHI are advised to do so without regard to the person's race, color, sex, disability, sexual orientation, gender identification or national origin.

OHI employees and contracted personnel, medical providers and other service providers who provide services and supports to persons with disabilities shall do so without regard to race, color, sex, disability, sexual orientation, gender identification or national origin.

OHI shall comply with all state and federal laws relating to non discrimination in providing services and supports to people with disabilities, including but not limited to the Maine Human Rights Act, Section 504 of the Rehabilitation Act and the Americans with Disabilities Act. OHI shall make all reasonable accommodations to assure that its supports and services are accessible to persons with disabilities.

OHI shall comply with all other state and federal laws protecting persons from discrimination based on race, color, sex, disability, sexual orientation, gender identification, veteran's status and national origin.

OHI recognizes that individuals with mental illness and intellectual disabilities can experience co-occurring disorders, such as mental illness and substance abuse issues or intellectual disabilities and mental illness, or a combination of all three. OHI welcomes such individuals into its services and seek to provide supports in a comprehensive manner, taking all challenges into account during service planning and delivery.

Developed: 8/81; Rev. 10/3/89; approved 11/1/89 Professional Policy Group; Approved 1/11/90 Board of Directors; Final Adoption Date 1/2/9/90. Rev. 11/9/90 MRW; Approved 11/15/90 PPG; Approved 11/15/90 BOD; FAD 11/15/90. Rev. 9/5/91: JJC, PPG; Rev. 12/23/91 Personnel Committee; Rev. 1/12/94 MRW; FAD 1/12/94. Rev. 9/5/01 MRW; FAD 9/15/01. Rev. 2/21/2010 MRW, ML; FAD 2/21/2010. Rev. 3/8/18 MAL, MRW; FAD 5/1/2018.

human resources\policies and job descriptions\initiation of services\open services initiation policy 2018