

<p style="text-align: center;">Lancaster County Drug &amp; Alcohol Commission</p>	<p style="text-align: center;"><i>Universal #3</i></p> <p><i>Policy: Nondiscrimination/Sexual Harassment Compliance</i></p>
<p><i>Most Current Revision: 09012022</i> <i>Effective Date: 07012020</i></p>	<p style="text-align: right;"><i>Page: 1 of 2</i></p>

- I. Purpose
 

To ensure that ALL contracted LCDAC service providers are in compliance with upholding the nondiscrimination/sexual harassment laws and contractual clauses.
- II. Procedure
  - A. The following is required by ALL LCDAC Contracted Service Providers
    - a. In the hiring of any employee(s) for the performance of work, the LCDAC Contracted Service Provider shall NOT discriminate by reason of race, gender, creed, color, sexual orientation, gender identity or expression, or in violation of the Pennsylvania Human Relations Act (PHRA) and applicable federal laws, against any citizen of this commonwealth who is qualified and available to perform the work to which the employment relates.
    - b. The LCDAC Contracted Service Provider shall NOT in any manner discriminate by reason of race, gender, creed, color, sexual orientation, gender identity or expression, or in violation of the PHRA and applicable federal laws, against or intimidate any of its employees.
    - c. The LCDAC Contracted Service Provider shall NOT in any manner discriminate by reason of race, gender, creed, color, sexual orientation, gender identity or expression, or in violation of the PHRA and applicable federal laws, in the provision of services under the grant agreement,
    - d. The LCDAC Contracted Service Provider shall establish and maintain a written nondiscrimination and sexual harassment policy and shall inform their employees in writing of the policy.
      - i. The policy must contain a provision that sexual harassment will not be tolerated and employees who practice it will be disciplined.
      - ii. Posting this Nondiscrimination/Sexual Harassment Clause conspicuously in easily accessible and well-lighted places customarily frequented by employees and at or near where the grant services are performed shall satisfy this requirement for employees with an established work site.
    - e. The LCDAC Contracted Service Provider shall NOT discriminate or intimidate in any manner employees on account of religion, age, handicap, or national origin
    - f. The LCDAC Contracted Service Provider shall ensure that any services or benefits available to the public or other third parties by way of this Contract shall not be denied or restricted for such persons due to race, creed, color, religion, gender, sexual orientation, gender identity or expression, age, handicap, or national origin (national origin protections include persons who are limited English proficient) consistent with the provisions of Title VI of the

U#3 Nondiscrimination/Sexual Harassment Compliance

Civil Rights Act of 1964, Section 504 of the Rehabilitation Act of 1973, Title II of the Americans with Disabilities Act and The Age Discrimination Act of 1975, as well as applicable provisions of the Omnibus Reconciliation Act of 1981.

- B. Review of the written policies and verification of the postings shall occur during the LCDAC monitoring site visit and/or during any other visits to the facility.
- C. Failure to adhere to the stipulations outlined shall result in a citation to the provider rendering the completion of a corrective action plan.

Approved By:



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Rick Kastner LCDAC Executive Director

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Date