

WE WIN ABUNDANT HOME CARE, LLC. IN HOME CARE EMPLOYEE EQUAL OPPORTUNITY AND NON-DISCRIMINATION POLICY STATEMENT

We Win Abundant Home Care, LLC., (hereinafter "Agency"), affirms its personal commitment to fairness and equal opportunity for all employees and client's it faithfully serves. Agency values diversity and seek the most qualified and talented employees and staff from diverse backgrounds. No employee shall discriminate against any other employee, client or potential client for employment and or Home Care Services because of race, color, religious creed, age, sex, ancestry, union membership, sexual orientation, gender identity, national or ethnic origin, disability or because the other employee or client is/has been a victim of a violent crime (including crimes involving domestic violence). Agency and its employees shall all Homecare services and practices will be provided in accordance with the Civil Rights Act 1964, and Agency that will not discriminate against customers, or Medicaid recipients based on the grounds of race, color, religion or national origin.

Employees found to have violated this policy will be subject to disciplinary action, up to and including termination of employment.

All matters related to recruiting, hiring, compensation, benefits, promotions, transfers, wellness programs, terminations, layoffs, returns from layoff, Home care-sponsored training, education, and tuition reimbursement will be administered without regard to race, color, religious creed, age, sex, ancestry, union membership, sexual orientation, gender identity, national or ethnic origin, disability, and without regard to whether the person is a victim of a violent crime (including crimes involving domestic violence). All treatment on the job must be free from discriminatory practices.

Agency will not engage in any unlawful discriminatory practices against any citizen, person, department, board, commission, institution, agency, state or local government, school district, or any entity or individual served/serviced by Agency.

In addition to the above and consistent with applicable law, it is the policy of Agency not to discriminate against qualified individuals with disabilities. Reasonable accommodations will be provided in accordance with the law.

Agency is committed to creating and maintaining a work environment free of any form of harassment, including sexual harassment. Agency commitment to preventing sexual harassment is embodied in Agency Sexual Harassment Prevention Policy.

AGENCY STRONGLY ENTOURAGE'S ANYONE WHO BELIEVES HE OR SHE HAS BEEN DISCRIMINATED AGAINST IN VIOLATION OF THIS POLICY TO CONTACT THE PRESIDENT OF THE COMPANY, ALONG WITH CONTACTING THE OFFICE OF EQUAL OPPORTUNITY, 316-E FINANCE BUILDING, HARRISBURG, PA 17120-0018, (717) 705-3691, THE PENNSYLVANIA DEPARTMENT OF HEALTH, HEALTH AND WELFARE BUILDING, 8TH FLOOR WEST, 625 FORSTER STREET HARRISBURG, PA 17120, 1 (877) 724-3258 AND/OR THE PENNSYLVANIA HUMAN RELATIONS COMMISSION, 301 CHESTNUT STREET, SUITE 300, HARRISBURG, PA 17101-2515, (717) 783-8274.