

COUNTRY MANOR NONDISCRIMINATION POLICY

As a recipient of Federal financial assistance, **Country Manor**, does not exclude, deny benefits to, or otherwise discriminate against any person on the basis of race, color, national origin, disability, or age in admission to, participation in, or receipt of the services and benefits under any of its programs and activities and in staff and employee assignments to residents, whether carried out by **Country Manor** directly or through a contractor or any other entity with which **Country Manor** arranged to carry out its programs and activities.

This statement is in accordance with the provisions of Title VI of the Civil Rights Act of 1964 (nondiscrimination on the basis of race, color, national origin), Section 504 of the Rehabilitation Act of 1973 (nondiscrimination on the basis of disability), the Age Discrimination Act of 1975 (nondiscrimination on the basis of age), regulations of the U.S. Department of Health and Human Services issued pursuant to these three statutes at Title 45 Code of Federal Regulations Parts 80, 84, and 91.

Additionally, in accordance with Section 1557 of the Patient Protection and Affordable Care Act of 2010, 42 U.S.C. 18116, **Country Manor** does not exclude, deny benefits to, or otherwise discriminate against any person on the ground of sex (including gender identity) in admission to, participation in, or receipt of the services and benefits under any of its health programs and activities, and in staff and employee assignments, whether carried out by **Country Manor** directly or through a contractor or any other entity with which **Country Manor** arranges to carry out its programs and activities.

In case of questions, please contact the executive director at (563) 391-1111.