



## **Notice of Non-Discrimination**

**Utopia Home Care does not discriminate against any person on the basis of race, color, national origin, disability, or age\* in admission, treatment, or participation in its' programs, services, and activities, or in employment.**

**If you feel that you have been discriminated against in any way you may file a complaint with the Agency directly or with the Department of Health and Human Services / Office of Civil Rights.**

### **\*Agency Notice of Age Non-Discrimination**

**Utopia Home Care, Inc. will at no time deny access to care and services and/or employment based solely upon age with the exception of limited circumstances where:**

**Job requirements are such that persons under the age of 18 would not be suitable candidates based upon the inherent responsibilities of the employment position and as such these responsibilities and age requirements are described in the individual job description and considered reasonable per industry standard;**

**Care of an individual considered to be a pediatric patient under the age of 18 cannot be safely provided due to those care needs being beyond the scope of safe practice based on staffing availability.**