



HADDON
HOME
CARE

Non-Discrimination Policy

Policy Number: PDP: 52

Effective Date: 1/2022, revised to include PA
4/2025

CARE YOU CAN COUNT ON

POLICY:

Haddon Home Care is committed to providing equal opportunity in all aspects of service delivery, referrals, and employment. In compliance with federal, state, and local laws—including the **Americans with Disabilities Act (ADA)**, the **Pennsylvania Human Relations Act**, and the **New Jersey Law Against Discrimination**—services are provided, referrals are made, and employment actions are taken without regard to race, sex, color, national origin, ancestry, religious creed, handicap, age, or any other protected characteristic.

We also prohibit discrimination and harassment based on additional factors such as marital status, familial status, pregnancy, sexual orientation, gender identity or expression, genetic information, and veteran status. This policy applies to all employment practices—such as recruitment, hiring, training, compensation, promotion, and termination—as well as all services provided to our clients.

Reasonable Accommodations:

Haddon Home Care will provide reasonable accommodations to qualified employees and applicants with disabilities, unless doing so would impose an undue hardship on the operation of the business. Employees are encouraged to notify their supervisor or Human Resources if they require an accommodation to perform the essential functions of their position.

Clients and staff are informed that complaints of discrimination may be filed with the following agencies:

In Pennsylvania:

- **Office of Equal Opportunity**, Pennsylvania Department of Health
- **Pennsylvania Human Relations Commission (PHRC)**

<https://www.phrc.pa.gov>

In New Jersey:

- **New Jersey Division on Civil Rights (DCR), Office of the Attorney General**

<https://www.njoag.gov/about/divisions-and-offices/division-on-civil-rights-home/>

Haddon Home Care is dedicated to maintaining an inclusive, respectful, and equitable environment for all. Any client or staff member who believes they have experienced discrimination or harassment is encouraged to report it promptly. All reports will be handled confidentially and without fear of retaliation.