

OREGON STATE HOSPITAL

POLICY

SECTION 1: Administration **POLICY: 1.012**

SUBJECT: Non-Discrimination and Alternate Language Access

POINT PERSON: Staff Education, Engagement, and Development Director

APPROVED: Dolores Matteucci **DATE: MARCH 23, 2023**
Superintendent

SELECT ONE: New policy proposal Minor/technical revision of existing policy
 Reaffirmation of existing policy Major revision of existing policy

I. PURPOSE AND APPLICABILITY

- A. This policy establishes non-discrimination practices for Oregon State Hospital and procedures for access to culturally and linguistically appropriate communication services for those who have different communication needs.
- B. This policy applies to all staff.

II. POLICY

- A. Oregon State Hospital adopts Shared Services (ODHS/OHA) policy ODHS|OHA-010-005, "Non-Discrimination on the Basis of Disability," and ODHS/OHA policy ODHS|OHA-010-013, "Auxiliary Aids, Alternate Formats, and Language Access Services (AAFLAS)."
- B. Staff may contact OSH Interpreter Services for assistance.
- C. Oregon State Hospital (OSH) follows all applicable regulations, including federal and state statutes and rules; Oregon Department of Administrative Services (DAS), Shared Services, and Oregon Health Authority (OHA) policies; and relevant accreditation standards. Such regulations supersede the provisions of this policy unless this policy is more restrictive.
- D. Staff who fail to comply with this policy or related policy attachments or protocols may be subject to disciplinary action, up to and including dismissal.

III. DEFINITIONS

- A. "Staff" includes employees, volunteers, trainees, interns, contractors, vendors, and other state employees assigned to work at Oregon State Hospital (OSH).

IV. PROCEDURES

V. ATTACHMENTS

VI. RELATED OSH POLICIES AND PROTOCOLS

5.001 Drug-Free Workplace

5.002 Family Medical Leave

5.007 ADA and Reasonable Accommodation in Employment

5.008 Equal Opportunity Employment or Non-Discrimination

5.017 Dress Code for Health Care Personnel (HCP)

5.018 Volunteers

5.021 Background Checks for Staff

5.023 Nepotism

5.025 Maintaining A Professional Workplace

5.031 Flexible Work Solutions

6.059 Animal-Assisted Intervention

8.019 Staff Response to Alleged Criminal Acts

VII. REFERENCES

28 CFR §§ 35.106 - 35.164.

Americans With Disabilities Act of 1990, 42 U.S.C. § 12101 *et seq.* (1990).
<https://www.ada.gov/pubs/adastatute08.htm>

Shared Services. *Non-Discrimination on the Basis of Disability for Programs, Services, and Activities*, 010-005. Author.

Shared Services. *Auxiliary Aids, Alternate Formats, and Language Access Services (AAAFAS)*, 010-013. Author.

Oregon Revised Statute § 659A.103.

Section 504 of the Rehabilitation Act of 1973, as amended, 29 U.S.C. 794.