



LifeSpan Family Services of PA

203 Lane Avenue
Punxsutawney, PA 15767

Phone: 814-938-4408 Fax: 1-814-690-1850
www.LifeSpanFamilyServices.com

SUBJECT: Nondiscrimination Policy Statement
Equal Employment Opportunity

TO: Staff

FROM: Patrick A. Shea, LCSW, Executive Director

An open and equitable personnel system is established and will be maintained. Personnel policies, procedures and practices are designed to prohibit discrimination on the basis of race, color, religious creed, disability, ancestry, national origin age or sex.

Employment opportunities shall be provided for applicants with disabilities and reasonable accommodation(s) shall be made to meet the physical or mental limitations of qualified applicants or employees.

Any employee who believes they have been discriminated against, may file a complaint of discrimination with any of the following:

Patrick A. Shea, LCSW, Executive Director
LifeSpan Family Services
203 Lane Avenue
Punxsutawney, PA 15767

Commonwealth of Pennsylvania
Department of Human Services
Bureau of Equal Opportunity
Room 225 Health and Welfare Building
PO Box 2675
Harrisburg, PA 17105

PA Human Relations Commission
Pittsburgh Regional Office
301 Fifth Avenue
Suite 390, Piatt Place
Pittsburgh, PA 15222

Commonwealth of Pennsylvania
Department of Human Services
Bureau of Equal Opportunity
Western Regional Office
301 Fifth Avenue
Suite 410, Piatt Place
Pittsburgh, PA 15222-1210

U.S. Department of Health and Human Services
Office for Civil Rights
Suite 372, Public Ledger Building
150 South Independence Mall West
Philadelphia, PA 19106-9111



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SUBJECT: Nondiscrimination in Services
TO: Clients
FROM: Patrick A. Shea, LCSW, Executive Director

A handwritten signature in cursive script, reading 'Patrick A. Shea', is centered below the 'FROM:' field.

Admissions, the provision of services and referrals of clients shall be made without regard to race, color, religious creed, disability, ancestry, national origin (including limited English proficiency), age or sex.

Program Services shall be made accessible to eligible persons with disabilities through the most practical and economically feasible methods available. These methods include, but are not limited to, equipment redesign, the provision of aides and the use of alternative service delivery locations. Structural modifications shall be considered only as a last resort among available methods.

Any individual / client / patient / student (and/or their guardian) who believes they have been discriminated against, may file a complaint of discrimination with:

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