

Non-Discrimination Policy

Cedar Point Health is fully committed to ensuring full compliance with all Federal and state laws, rules and regulations protecting individuals. The Practice will not discriminate against any provider, staff member, patient, family member or any other person based on the following:

- Title VII of the Civil Rights Act of 1964 (Title VII), which prohibits employment discrimination based on race, color, religion, sex, national origin, sexual orientation or gender identity
- The Equal Pay Act of 1963 (EPA), which protects men and women who perform substantially equal work in the same establishment from sex-based wage discrimination
- The Age Discrimination in Employment Act of 1967 (ADEA), which protects individuals who are 40 years of age or older
- Title I and Title V of the Americans with Disabilities Act of 1990, as amended (ADA), which prohibits employment discrimination against qualified individuals with disabilities in the private sector, and in state and local governments
- Sections 501 and 505 of the Rehabilitation Act of 1973, which prohibit discrimination against qualified individuals with disabilities who work in the Federal government
- Title II of the Genetic Information Nondiscrimination Act of 2008 (GINA), which prohibits employment discrimination based on genetic information about an applicant, employee, or former employee
- The Civil Rights Act of 1991, which, among other things, provides monetary damages in cases of intentional employment discrimination

Cedar Point Health's policy is to not waive, in whole in part, amounts due from patients, including but not limited to co-pays or deductibles, except for reasons of financial hardship. If any Practice provider determines that any amount owed by a patient should be waived, the provider shall follow the protocols set forth below.

1. Any waiver of copayments, co-insurance or deductibles of patients who are Federal health care program beneficiaries will be reviewed on a case-by-case basis and will be based on financial need.
2. The Practice will document all waivers of any co-payment, co-insurance, deductible or other out-of-pocket expense, which will be signed by the patient. Documentation of financial hardship may include copies of the patient's financial statements, tax returns, or a reasonably detailed written description of the hardship included in the waiver.

3. In accordance with AMA guidance, a patient's inability to make a co-payment, deductible payment or other payment will not interfere with needed care for the patient.

4. The Practice and its providers and staff members acknowledge that failure to conform to the provisions of this Policy could result in liability under the False Claims Act and/or the Anti-Kickback Statute.