Non-Discrimination Notice

**Disclaimer**

iPSYCHS complies with all anti-discrimination laws, including Title VII of the Civil Rights Act of 1964, Americans with Disabilities Act (ADA) and Age Discrimination in Employment Act (ADEA). We explicitly prohibit offensive behavior from any staff, patient, client, or any affiliates. Our behavioral healthcare organization even recognizes there are many other forms of human rights issues that are not protected, and we take all of them seriously. This content may not be copied or used in any way. By reading this Notice of Patient Rights and Responsibilities, no healthcare provider-patient/client relationship is created by this website or its use. This includes, iPSYCHS employees, contributors to this website, making any representations, express or implied, with respect to the information provided within this website or to its use. Please review all information in this notice carefully.

The owners of this website will make reasonable efforts to include up-to-date and accurate information on our website, but make no representations, warranties, or assurances as to the accuracy, currency, or completeness of the information provided. The owners of this site shall not be liable for any damages or injury resulting from your access to, or inability to access, our website, or from your reliance on any information provided on our site.

**Equal Employment Opportunity Commission**

*Discrimination is Against the Law*

iPSYCHS complies with applicable federal and state civil rights laws. We do not discriminate based on race, color, religion, sex, national origin, disability, sexual orientation, gender identity or expression, physical appearance, or age. iPSYCHS even discusses this with staff during on boarding and consistent training with employees. Also, we have patients sign non-discrimination disclosures towards our diverse staff at iPSYCHS.

iPSYCHS does not exclude people or treat them differently because of race, color, religion, sex, national origin, disability, sexual orientation, gender identity or expression, physical appearance, or age.

We pride ourselves in being inclusive and recognizing the unique challenges of…

1) The Black, Indigenous and Other People of Color (BIPOC) as patients, clients, and employees of iPSYCHS may endure when it comes to healthcare and stable employment.

2) The Lesbian, Gay, Bisexual, Transgender, Queer, Intersex and Asexual or/+ Allies, A romantic, or A gender (LGBTQIA+) as patients, clients, and employees of iPSYCHS may endure when it comes to healthcare and stable employment.

3) Individuals that are classified as disabled by physical, mental, or medical limitations.

iPSYCHS provides free aids and services to people with disabilities to communicate effectively with us, such as, qualified sign language interpreters, written information in other formats for those included in the Americans with Disabilities Act, included, but not limited to, large print, audio, accessible electronic formats, other formats as per patient or clients need. We provide free language services to people whose primary language is not English, such as qualified interpreters, information written in other languages, and if you need these services, please contact our toll-free office at (888) 779-2470.

If staff feels like they may have been discriminated against, we may terminate services on a case-by-case basis as determined by the patient/client’s behavior towards any staff of iPSYCHS. Healthcare providers have the right to refuse patient/client-healthcare professional relationships, in which the health provider deems that the patient is sane, not in any immediate need of care which is life-threatening.

**Changes to Our Non-Discrimination Notice**

We reserve the right to update or change this Non-Discrimination Notice Policy at any time. If we make a material change to our Non-Discrimination Notice Policy, we will provide notice to you via email and/or posting on our website that our privacy practices have changed and will provide a link to the new policy. The date this Non-Discrimination Notice Policy was last revised is at the bottom of this page. We encourage you to review this Non-Discrimination Notice Policy periodically to check for any updates or changes. We will post a summary of the current notice at each iPSYCHS in-person office locations and on our website.

**Questions**

If you have a question about this Non-Discrimination Notice, please contact:

Privacy Officer

iPSYCHS

PO Box 2216

Glen Allen, VA 23058

Phone : (888) 779-2470

Email : Privacy.Officer@ipsychs.com

Website: [www.ipsychs.com](http://www.ipsychs.com)

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