

## Non-Discrimination Policy

### Purpose:

Jubilee Family Chiropractic is committed to providing a welcoming and inclusive environment for all patients, employees, and visitors. Discrimination based on race, color, ethnicity, national origin, religion, gender, sexual orientation, gender identity, age, disability, marital status, veteran status, or any other protected characteristic is strictly prohibited.

### Scope:

This Non-Discrimination Policy applies to all aspects of our chiropractic clinic's operations, including patient care, employment practices, recruitment, hiring, training, promotions, compensation, benefits, and interactions with patients and visitors.

### Policy Statement:

**Equal Treatment:** All individuals, including patients, employees, and visitors, will be treated with dignity, respect, and fairness regardless of their background or characteristics.

**Equal Access to Care:** Patients will have equal access to chiropractic care and services without discrimination based on any protected characteristic. We will not deny services or provide inferior treatment based on race, ethnicity, religion, gender, sexual orientation, gender identity, age, disability, or any other protected characteristic.

**Diverse Workforce:** Our chiropractic clinic is committed to fostering diversity and inclusion in the workplace. We will recruit, hire, and promote individuals based on their qualifications, skills, and abilities, without regard to protected characteristics.

**Accommodation of Disabilities:** We will make reasonable accommodations for individuals with disabilities to ensure equal access to our facilities, services, and employment opportunities, in accordance with applicable laws and regulations.

**Harassment-Free Environment:** Harassment or discrimination of any kind, including but not limited to verbal, physical, or visual harassment, is strictly prohibited. Employees and patients are encouraged to report any incidents of harassment or discrimination to clinic management for prompt investigation and resolution.

### Compliance:

All employees of Jubilee Family Chiropractic are responsible for adhering to this Non-Discrimination Policy and ensuring that their actions and interactions reflect our commitment to diversity, inclusion, and equal treatment for all.

**Policy Review and Updates:**

This Non-Discrimination Policy will be reviewed regularly to ensure compliance with applicable laws and regulations and to promote a culture of inclusivity and respect. Updates to the policy will be communicated to all staff members and prominently displayed for patient reference.

**Effective Date:**

This Non-Discrimination Policy is effective as of 6/10/24.