

## **PEP Nondiscrimination Policy**

All admissions, provision of services, referrals of consumers and all employment-related decisions shall be made without regard to race, color, religion, ancestry, national origin (including limited English proficiency), sex, sexual orientation, gender identity, age, disability, past or present disability-related services or supports, marital status, veteran status, or any other class of persons protected by federal, state or local laws.

Program services and facilities shall be made accessible to eligible person with disabilities through the most practical and economically feasible methods available. These methods include, but are not limited to: equipment redesign, the provision of aids and assistive technologies, and alternative service delivery locations.

Any consumer and/or consumer guardians and any employee or applicant for employment who believes they have been discriminated against may file a complaint internally with PEP or with any of the following:

**Executive Director  
Programs Employing People**  
1200 S. Broad Street  
Philadelphia, PA 19146

**Office of Civil Rights, Mid-Atlantic Division  
US Department of Health and Human Services**  
Public Ledger Building, Site 372  
150 South Independence Mall West  
Philadelphia, PA 19106

**Pennsylvania Human Relations Commission**  
110 North 8th Street  
Philadelphia, PA 19107

**PA DPW Bureau of Equal Opportunity, Southeastern Regional Office**  
801 Market Street, Suite 5034  
Philadelphia, PA 19107

**PA DPW Bureau of Equal Opportunity**  
Health and Welfare Building, Room 521  
PO Box 2675  
Harrisburg, PA 17120