



## Nondiscrimination Policy

As a recipient of Federal financial assistance, Developmental Pathways, Inc. does not exclude, deny benefits to, or otherwise discriminate against any person on the ground of race, color, national origin, disability, age, sex, veteran status, sexual identity, genetic information, religion or creed in admission to, participation in, or receipt of the services and benefits under any of its programs and activities, and in staff and employee assignments to individuals, whether carried out by Developmental Pathways, Inc. directly or through a contractor or any other entity with which Developmental Pathways, Inc. arranges to carry out its programs and activities.

This statement is in accordance with the provisions of Title VI of the Civil Rights Act of 1964 (nondiscrimination on the basis of race, color, national origin), Section 504 of the Rehabilitation Act of 1973 (nondiscrimination on the basis of disability), the Age Discrimination Act of 1975 (nondiscrimination on the basis of age), regulations of the U.S. Department of Health and Human Services issued pursuant to these three statutes at Title 45 Code of Federal Regulations Parts 80, 84, and 91, and all applicable federal and state law, rule or regulation.

Additionally, in accordance with Section 1557 of the Patient Protection and Affordable Care Act of 2010, 42 U.S.C. § 18116, Developmental Pathways, Inc. does not exclude, deny benefits to, or otherwise discriminate against any person on the ground of sex (including gender identity) in admission to, participation in, or receipt of the services and benefits under any of its health programs and activities, and in staff and employee assignments, whether carried out by Developmental Pathways, Inc. directly or through a contractor or any other entity with which Developmental Pathways, Inc. arranges to carry out its programs and activities.

In case of questions, please contact:

Provider Name: Developmental Pathways, Inc.  
Contact Person/Section 504 Coordinator: Erica Kitzman  
Telephone number: 303.858.2306

### **AUTHORITY**

Title VI of the Civil Rights Act of 1964  
Section 504 of the Rehabilitation Act of 1973  
Age Discrimination Act of 1975  
Title 45 Code of Federal Regulations (Parts 80, 84, and 91)  
Section 1557 of the Patient Protection and Affordable Care Act of 2010, 42 U.S.C. § 18116