

## **Tree of Life Non-Discrimination Policies**

### **Nondiscrimination Clause**

No client or contractor at Tree of Life Behavioral Health will be excluded, denied, or in any way discriminated against based on age, race, sexual identity, gender, religion, disability, or gender expression. Contractors have the right to make their own decisions regarding their client populations and whom they choose not to make part of their caseload based on their education and areas of expertise. However, contractors should always be aware of their own internal biases, strengths, and weaknesses when accepting new clients and maintaining their caseloads. Any specific requests by contractors to show preference to specific types of clients should be based on those ethical considerations.

This statement is in accordance with the provisions of Title VI of the Civil Rights Act of 1964, Section 504 of the Rehabilitation Act of 1973, the Age Discrimination Act of 1975, Section 1557 of the Patient Protection and Affordable Care Act of 2010, and Regulations of the U.S. Department of Health and Human Services issued pursuant to the Acts, Title 45 Code of Federal Regulations Part 80, 84, and 91. (Other Federal Laws and Regulations provide similar protection against discrimination on grounds of sex and creed.)

### **Accessibility**

Tree of Life Behavioral Health does not at this time have providers fluent in Spanish or ASL. For any potential client seeking a Spanish speaking or ASL certified provider, Tree of Life Behavioral Health can provide names of qualified providers. Also note that the Crisis Center of North Alabama has Spanish speakers and 24-hour availability in case of a mental health emergency.

Tree of Life Behavioral Health is housed at 190 Lime Quarry Road in Madison, AL., and can be reached through Suite 111. There is ramp access a few feet away from our door, and our offices are on the first floor. All bathrooms are individual and open to all genders but are not currently wheelchair accessible.

For any clients with sensory concerns, we can provide headphones and a quiet space or space with a sound machine as needed. Providers also have sensory toys that can be accessed during session. For clients experiencing difficulty with speech our providers can engage with other methods of communication such as the use of a whiteboard, paper, etc.

All paperwork may be accessed ahead of time on our website, but for any client with visual impairment the front office and/or their provider will go through the intake forms with them – though this may take up the majority of the first session.

6/7/2023

In case of questions concerning this policy, or in the event of a desire to file a complaint please contact the front office to be put in touch with:

Jessica Penot

Owner

(256) 278-2802

\*Policy is posted on our website and available for review in office\*