

Meadows of Hope **Nondiscrimination in Employment Policy**

It is the policy of Meadows of Hope to provide equal opportunity to employees without regard to race, age, color, disability, ancestry, national origin, or sex. This policy is applicable to all aspects of employment, including recruitment, hiring, promotion, training, transfer, and rate of pay.

As a religious institution, Meadows of Hope is permitted and reserves the right to prefer employees on the basis of religion and on the basis of sharing and abiding by our Christian beliefs. As a DHS licensed childcare facility, Meadows of Hope reserves the right to hire staff based on age requirements for childcare workers.

Employment opportunities shall be provided for applicants with disabilities who can fulfill their intended job description. Reasonable accommodation(s) shall be made to meet the physical or mental limitations of qualified applicants or employees.

Meadows of Hope **Nondiscrimination in Services Policy**

Admissions, the provisions of services, and referrals of residents shall be made without regard to race, color, religion, disability, ancestry, or national origin (including limited English proficiency).

As a private, nonprofit, religious organization, Meadows of Hope's therapeutic program is designed for teenaged females. Reasonable accommodations will be made for teen girl residents with disabilities. MOH reserves the right to enroll eligible applicants who have shown willingness to receive help in a religious environment.

Any employee, resident (and/or their parent/guardian) who believes they have been discriminated against, may file a complaint of discrimination with:

<https://www.hhs.gov/ocr/complaints> Email: ocrmail@hhs.gov

Camp Andrews/ Meadows of Hope, Inc.
1226 Silver Spring Road
Holtwood. PA 17532

Commonwealth of Pennsylvania
Department of Human Services
Bureau of Equal Opportunity
Room 225, Health & Wealth Building
P.O. Box 2675 Harrisburg, PA 17210
Inquires: (717) 787-1127
Email: RA-PWBEOAO@pa.gov

Office for Civil Rights
U.S. Department of Health and Human
Services Centralized Case Management
Operations 200 Independence Avenue, S.W.
Room 509F HHH Bldg
Washington, D.C. 20201
Customer Response Center: (800) 368-
1019 TDD: (800) 537-7697

U.S. Equal Employment Opportunity
Commission 801 Market Street, Suite 1000 Philadelphia, PA
19107-3126 Inquiries: (800) 669-4000 TTY users only: (800)
669-6820 [https://www.eeoc.gov/federal-sector/overview-
federal-sector-eeo](https://www.eeoc.gov/federal-sector/overview-federal-sector-eeo)
-complaint-process
Email: PDOContact@eeoc.gov

Pennsylvania Human Relations Commission
333 Market Street, 8th Floor
Harrisburg, PA 17101
<https://www.phrc.pa.gov/File-a-complaint>
Inquiries: (717) 787-4410
TTY users only: (717) 787-7279