

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, color, ancestry, national origin, or gender. 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, 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 (as per birth certificate) without a long-term physical disability that would prevent horseback riding and/or extended wilderness trips. Reasonable accommodations will be made for teen girl residents with short-term 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:

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

U.S. Department of Health and Human Services
Office for Civil Rights
Suite 372, Public Ledger Building
150 South Independence Mall West
Philadelphia, PA 19106-9111

Commonwealth of Pennsylvania
Department of Human Services
Bureau of Equal Opportunity
Room 225, Health & Welfare Building
P.O. Box 2675
Harrisburg, PA 17105

PA Human Relations Commission
Harrisburg Regional Office
333 Market Street, 8th Floor
Harrisburg, PA 17101