



727 Harvard Avenue, Swarthmore, PA 19081

SPNDS@swarthmorepres.org

610-543-2861

SPNDS: A Place for "Learning Joy"

CIVIL RIGHTS COMPLIANCE

Subject: Non-Discrimination In Services Policy Statement

To: Parents/Guardians

From: Deborah Hansen (Director) *Deborah Hansen*

- Admissions, the provision of services and referrals of clients shall be made without regard to (to include hair type, hair texture, or hair style), color, religious creed (to include all aspects of religious observances and practice, as well as belief), disability, ancestry, national origin (including Limited English Proficiency), age (40 and over), or sex (to include pregnancy status, childbirth status, breastfeeding status, sex assigned at birth)
- Program Services shall be made accessible to eligible persons with disabilities through the most practical and economically feasible methods available. These methods include, but are not limited to, equipment redesign, the provision of aides and the use of alternative service delivery locations. Structural modifications shall be considered only as a last resort among available methods.
- Any family (child and/or their guardian) who believes they have been discriminated against, may file a complaint of discrimination with:

Swarthmore Presbyterian Church

727 Harvard Avenue
Swarthmore, PA, 19081
610-543-4712 ext.121

Email: business@swarthmorepres.org
Or spcparish@swarthmorepres.org

Commonwealth of Pennsylvania Department of Human Services Bureau of Equal Opportunity
Room 225, Health & Welfare Building P.O. Box 2675
Harrisburg, PA 17120 Inquiries: (717) 787-1127
Email: RA-PWBEOAO@pa.gov
(Within 90 days from the date of incident)

Office for Civil Rights

U.S. Department of Health and Human Services
Centralized Case Management Operations
200 Independence Avenue, S.W.
Room 509 HHH Bldg
Washington, D.C. 20201
Customer Response Center: (800) 368-1019
TDD: (800) 537-7697
<https://www.hhs.gov/ocr/complaints> Email: ocrcomplaint@hhs.gov
(Within 180 days from the date of incident)

Pennsylvania Human Relations Commission

333 Market Street, 8th Floor Harrisburg, PA 17101
<https://www.phrc.pa.gov/Complaints/Pages/How-to-File-a-Complaint.aspx>
Inquiries: (717) 787-4410
TTY users only: (717) 787-7279
(Within 180 days from the date of incident)

I understand my rights and the rights of my child.

Parent/Guardian Signature: _____ Date: _____