

## **POLICY STATEMENT NONDISCRIMINATION**

Punxsutawney Area Hospital (PAH) complies with the provisions of the Pennsylvania Human Relations Act ("PHRA") and does not exclude from participation in, deny benefits to, or otherwise subject any person to segregation or discrimination in the provision of any services because of race, color, national origin, ancestry, age, sex, religion, handicap or disability. The foregoing prohibition also includes, but is not limited to, the following:

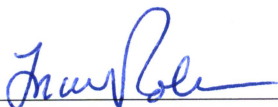
1. Inpatient or outpatient admission or care.
2. Assigning patients to rooms, floor and sections.
3. Asking patients if they are willing to or desire to share a room with a person of another race, color, religion, etc.
4. Assigning employees to patient services.
5. Utilization of all facilities of the institution.
6. Transfer of patients from their assigned or selected room.

This Nondiscrimination Policy is also applicable to applicants for employment, employees and physicians, and covers all employment and personnel practices at PAH. The Policy, therefore, includes, but is not limited to, prohibited discriminatory treatment with respect to hiring, selection for training, promotion, demotion, transfer, discipline, discharge, recalls, rates of pay and other compensation and social/recreational programs.

PAH also complies with all federal, state and local laws and ordinances<sup>1</sup> regarding nondiscrimination to the end that it will not discriminate based on race, color, national origin, ancestry, age, sex, sexual orientation, gender identity or expression, religion, handicap or disability, union membership, AIDS or HIV status, pregnancy or genetic information.

The above policy statement was reaffirmed by the Board of Directors of PAH at its regular monthly meeting held on Thursday, November 13, 2025.

Dated: 11/18/25

Signed:   
Frank Roberts, Secretary  
PAH Board of Directors

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<sup>1</sup> Including, but not limited to Title VI and VII or the Civil Rights Act of 1964; Section 504 of the Rehabilitation Act of 1973; Age Discrimination in Employment Act of 1967; Age Discrimination Act of 1975; Title IX of the Educational Amendment of 1972; Americans with Disabilities Act; Pregnancy Discrimination Act of 1978; Genetic Information Nondiscrimination Act of 1978