

2015

KAISER PERMANENTE SOUTHERN CALIFORNIA HMO PROVIDER MANUAL

1.1 NON DISCRIMINATION

The Kaiser Permanente Medical Care Program (KPMCP) does not discriminate in the delivery of health care based on race/ethnicity, color, national origin, ancestry, religion, sexual orientation (including gender, gender identity, or gender related appearance/behavior whether or not stereotypically associated with the person's assigned sex at birth), marital status, veteran's status, age, genetic information, medical history, medical conditions, claims experience, evidence of insurability (including conditions arising out of acts of domestic violence), source of payment or any other protected status.

It is also the policy of KPMCP to require that facilities and **services be accessible to individuals with mental or physical disabilities** in compliance with the Americans with Disabilities Act of 1990 ("ADA") and Section 504 of the Rehabilitation Act of 1973 ("Section 504") and other applicable federal and state laws and regulations that prohibit discrimination on the basis of disability. Kaiser Permanente is committed to providing equal access for members with disabilities.

As a provider for HMO products offered by KP, you are expected to adhere to KP's "Nondiscrimination in the Delivery of Health Care Policy" and to all other federal and state laws and regulations that prohibit discrimination on the basis of disability.

Comment by Spectrum Institute

The Family Violence Prevention Program provides services to a wide range of patients, including those with intellectual and developmental disabilities. To comply with Kaiser's nondiscrimination policy, the four components of the program may need modifications in order to make them accessible to patients with such disabilities. Because of the nature of their disabilities, such patients are generally not able to request specific accommodations. Therefore, when Kaiser staff identify a patient with intellectual and developmental disabilities, it may be necessary for the staff member to alert appropriate personnel to develop an ADA accommodation plan for the patient to give him or her the maximum benefit of the program.

Nora J. Baladerian, Ph.D. and Thomas F. Coleman, J.D.
(310) 473-6768 • www.spectruminstitute.org