



Straight for Equality in Healthcare: Sample Nondiscrimination Policy

Sending an initial message that you are inclusive of all patients can be easy! A simple but effective change that you can make in your practice is to have a nondiscrimination policy that enumerates specific groups — in this case, being clear that you welcome everyone, including GLBT people. Below is a sample policy that can help augment your existing policies. Remember that issuing the policy is just the start. Be sure that all staff members are aware of what the policy says and what that means for how care is provided.

We recommend incorporating the following language into a hospital's non-discrimination policy:

[Hospital/Practice] does not discriminate against any person on the basis of sexual orientation, gender identity or expression, marital status, or other non-medically relevant factors. This applies to admission, treatment, discharge, or other participation in any of [Hospital's/Practice's] programs, services or activities including, but not limited to:

All patient admissions;

All care, whether inpatient, outpatient or emergency in nature;

All patients' room, floor or section assignments or transfers, except in those cases where patient safety or health condition is a necessary consideration; and

Employee assignments to patient services.

[Hospital/Practice] will not refer patients at discharge to those hospital-related entities which are known by the hospital to be in violation of any applicable federal, state and local nondiscrimination laws.

[Department] is designated to monitor compliance with this policy, to institute a grievance procedure, and to investigate allegations of non-compliance involving employees or applicants for employment and taking action as needed as a result of any such investigation. Questions concerning this policy as they relate to employees or applications for employment should be directed to the [Department Hiring Office].

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