

NOTICE UNDER THE AMERICANS WITH DISABILITIES ACT

In accordance with the requirements of title II of the Americans With Disabilities Act of 1990 ("ADA"), Newport Hospital & Health Services will not discriminate against qualified individuals with disabilities on the basis of disability in its employment, services, programs, or activities.

Employment: Newport Hospital & Health Services does not discriminate on the basis of disability in its hiring or employment practices and complies with regulations promulgated by the U.S. Equal Employment Opportunity Commission under title I of the ADA.

Effective Communication: Newport Hospital & Health Services will generally, upon request, provide appropriate aids and services leading to effective communication for qualified persons with disabilities so they can participate equally in Newport Hospital & Health Services programs, services, and activities, including qualified sign language interpreters, documents in Braille, and other ways of making information and communications accessible to people who have speech, hearing, or vision impairments.

Modifications to Policies and Procedures: Newport Hospital & Health Services has and will continue to make reasonable modifications to policies and programs to ensure that people with disabilities have an equal opportunity to enjoy its programs, services, and activities. For example, individuals with service animals are welcomed in Newport Hospital & Health Services offices, even where pets are generally prohibited.

Anyone who requires an auxiliary aid or service for effective communication, or a modification of policies or procedures to participate in a program, service, or activity of Newport Hospital & Health Services, should contact the office of Admitting as soon as possible but no later than 48 hours before the scheduled event.

The ADA does not require Newport Hospital & Health Services to take any action that would fundamentally alter the nature of its programs or services, or impose an undue financial or administrative burden.

Complaints that a program, service, or activity of Newport Hospital & Health Services is not accessible to persons with disabilities should be directed to:

Tom Wilbur, CEO
Newport Hospital & Health Services Human Resources Department
714 W. Pine Street
Newport, WA 99156

Newport Hospital & Health Services will not place a surcharge on a particular individual with a disability or any group of individuals with disabilities to cover the cost of providing auxiliary aids / services or reasonable modifications of policy, such as retrieving items from locations that are open to the public but are not accessible to persons who use wheelchairs.

Notification of Decision: Once the investigative report becomes final, briefings will be scheduled with each party within 15 days. Both the complainant and applicable Department Officials shall receive a copy of the report.

Appeal: If the response by the ADAAA Coordinator or his designee does not satisfactorily resolve the issue, the complainant and/or his/her designee may appeal the decision within 15 calendar days after receipt of the response to the Newport Hospital & Health Services Executive Officer (CEO) or his/her designee.

Within 15 calendar days after receipt of the appeal, the CEO or his/her designee will meet with the complainant to discuss the complaint and possible resolutions. Within 15 calendar days after meeting the CEO or his/her designee will respond in writing, and, where appropriate, in a format accessible to the complainant, with a final resolution of the complaint.

Filing a Complaint with the US Department of Justice: The complainant may file a complaint with the US Department of Justice. "A complaint must be filed not later than 180 days from the date of the alleged discrimination, unless the time for filing is extended by the designated agency for good cause shown." 28 C.F.R. 35.170 (b). This is not an appeal, but a separate legal action available independent of the Hospital's grievance procedures.

Log of Complaints: The Hospital ADA Coordinator will maintain a log of complaints. This log will keep complaints for at least six (6) years and will contain the following information for each complaint filed: 1) the name and address of the person filing the complaint; 2) the date of the complaint; 3) the basis of the complaint; 4) the disposition of the complaint; 5) the status of the complaint.