



---

## **Civil Rights Policy**

In order to provide equal employment and advancement opportunities to all individuals, employment decisions at Liberty In Home Care will be based on merit, qualifications, and abilities. Liberty In Home Care does not discriminate in employment opportunities or assignments on the basis of race, sex, color, national origin, religion, ancestry, religious creed, handicap, age, or any other characteristic protected by law. It is our policy to make reasonable accommodations for handicapped employees.

In order to ensure clients receive equal and fair treatment, services are provided and referrals are accepted based on the client's need and our ability to service the client. Liberty In Home Care does not discriminate on accepting clients on the basis of race, sex, color, national origin, religion, ancestry, religious creed, handicap, age, or any other characteristic protected by law.

If you believe there has been a violation of our policy and that your civil rights have been violated, you may file a complaint with any or all of the entities listed below:

1) Through Liberty In Home Care's Equal Opportunity Officer via

Email: EEO@LibertyCares.com  
Phone: 610-254-9440  
Postal Mail: EEO Officer  
206 Old Lancaster Rd  
Devon, PA 19333

2) Through the Pennsylvania Bureau of Equal Opportunity  
316-E Finance Building  
Harrisburg, PA 17120

3) Through the Pennsylvania Department of Health  
P.O. Box 90,  
Health and Welfare Building  
Harrisburg, PA 17108

4) Through the Pennsylvania Human Relations Commission  
301 Chestnut Street, Suite 300  
Harrisburg, PA 17101