



Policy #104

Non-Discrimination in Transportation Services Funded by Federal Grant Programs

Created: March 2022

Sponsor: Stephen Bruce, Operating Vice President

I. Purpose

The purpose of this policy is to state Devereux Advanced Behavioral Health's nondiscrimination practices and that Devereux does not discriminate in transportation services funded by the Federal Grant Programs.

II. Scope

This policy of non-discrimination applies to Devereux and all of its affiliate transportation services funded through Federal Grant programs.

III. Background

Devereux's services include healthcare coordination and medical appointments; daily living activities such as trips to grocery stores, drugstores, clothing retailer and the like; school and educational activities; day programs and community integrated employment experiences; and family therapies and engagement activities. In addition, Devereux staff strive to provide enrichment activities at every turn, especially when offered in the community, and provide transportation to and from activities.

The primary beneficiaries of these transportation services are the individuals served by Devereux, which include individuals with intellectual and developmental disabilities, autism spectrum disorders and emotional and behavioral health disorders. It is Devereux's policy to practice nondiscrimination in all services. All activities with regard to referrals, admissions, placement of individuals, and provision of services are conducted without regard to race, color, religious creed, ancestry, national origin, sex, sexual orientation, gender, or gender identity or expression. As appropriate, transportation services may also be provided to Devereux staff to chaperone individuals throughout the community, as well as families of individuals served to facilitate family therapies and family engagement. Regardless of who Services are being provided for, Devereux Advanced Behavioral Health complies fully with applicable Federal civil rights laws as well as state, local, and other regulatory requirements and does not discriminate in any area or activity of the component organizations and does not discriminate in any area or activity on the basis of race, color, religion, sex, sexual orientation, gender identity or expression, national origin, ancestry, age, protected veteran status, disability status, genetics, marital status, pregnancy status or other legally protected status. Additionally, Transportation programs that receive Federal Title VI Funds are required to have documented Policy and Procedures regarding oxygen use and Service animals on vehicles funded through the federal grant.

IV. Policy

Devereux Advanced Behavioral Health complies fully with applicable Federal civil rights laws as well as state, local, and other regulatory requirements and does not discriminate in any area or activity of the component organizations and does not discriminate in any area or activity on the basis of race, color, religion, sex, sexual orientation, gender identity or expression, national origin, ancestry, age, protected veteran status, disability status, genetics, marital status, pregnancy status or other legally protected status.

Devereux Advanced Behavioral Health shall provide appropriate transportation services to individuals without discrimination pursuant to Title III of the Americans with Disabilities Act, the Rehabilitation Act of 1973 (ADA). Devereux Advanced Behavioral Health shall undertake every effort to make available the accommodations, advantages, facilities, and privileges of Devereux Advanced Behavioral Health.

Transportation Programs funded through federal grants will have a Title VI plan that identifies the grievance process for reporting any grievances related to discrimination as identified in this policy.

V. Procedures

Oxygen Tanks

Individuals with lung disease who need supplemental oxygen will be allowed to board the van/bus with portable oxygen tanks. Since Devereux has a non-smoking policy in place traveling with oxygen is not a problem. In order to be transported safely, oxygen tanks must be kept upright, secured and away from heat and flame.

- a. The driver will provide a designated space and bungee cords when needed to keep oxygen tanks with wheels or on stands upright and secure.
- b. Passengers with sling, backpack, etc. type oxygen tanks will be responsible for making sure that their oxygen tank is secured.
- c. Passengers may not leave their tank in another seat or unattended.
- d. If a care attendant is needed to help the passenger with their oxygen tank, that care attendant will ride free.
- e. The driver may ask if the oxygen tank can be turned off while transporting, but will not insist on it being off.
- f. Devereux reserves the right to exclude an oxygen tank from the van/bus if the passenger refuses or is unable to follow the safety requirements for transporting oxygen tanks. The passenger will first be given the option of continuing to use the transportation service without having their oxygen tank on board or we will require that they have a care attendant with them of the purpose of helping secure the passenger's oxygen tank.

Animals

The only animal allowed on the vehicle without being in an approved container is a service animal, which must be on a leash or harness and under the owners control at all times.

Other animals, such as those headed to the vet or traveling with their owners must be in an approved pet crate, which must fit on the owner's lap or under the seat in the same fashion as any other package. The animal may not be disruptive, loud or a health/sanitation hazard.

"Comfort animals" are not considered service animals and must be in a crate or carrier.

No animal except a service animal is permitted on board without a container.

The driver may require an owner with an aggressive or disruptive animal to bring the animal under control or leave the vehicle.

If someone attempts to board the vehicle with an animal that is NOT a service animal, you may contact the Center Executive Director for assistance.

Currently (11/14) the ADA defines “service animals” as dogs, and miniature horses, all other animals are considered “comfort animals” and must be in an approved crate.

Service animals must have a leash or harness of some sort when on board and under control of its master. If the animal is out of control or poses a threat to passengers or the driver, you may refuse to board them, but please notify the Center Executive Director that you have done so.

Approved: _____

A handwritten signature in cursive script, appearing to read "Carl E. Clark II", written over a horizontal line.

Carl E. Clark II, President
March 7, 2022