



Boston Public Health Commission

Anti-Discrimination Policy Statement

The mission of the Boston Public Health Commission is to protect, preserve, and promote the health and well-being of all Boston residents, particularly the most vulnerable. BPHC envisions a thriving Boston where all residents live healthy, fulfilling lives free of racism, poverty, violence, and other systems of oppression, and where all residents have equitable opportunities and resources, leading to optimal health and well-being.

BPHC and covered subrecipients comply with applicable federal, state, and local civil rights laws, including Title VI of the Civil Rights Act of 1964, which prohibits discrimination based on race, color, or national origin (including language); Section 504 of the Rehabilitation Act of 1973, which prohibits discrimination based on disability; Title IX of the Education Amendments Act of 1972, which prohibits discrimination based on sex in education programs or activities; Age Discrimination Act of 1975, which prohibits discrimination based on age; and 6 C.F.R. Part 19, which prohibits discrimination based on religion in social service programs.

BPHC does not discriminate on the basis of race, color, national origin, age, disability, religion, creed, marital status, sexual orientation, or sex (including gender identity and gender stereotyping). BPHC does not exclude people or treat them differently in its programs and services because of race, color, national origin, age, disability, veteran status, religion, creed, marital status, sexual orientation, or sex (including gender identity and gender stereotyping). To ensure access, BPHC provides:

- Free aids and services to people with disabilities to communicate effectively with us, such as:
 - TTY phones and equipment at sites commonly used by clients and members of the public
 - Written information in other formats (large print, assistive technology, accessible electronic formats, and other formats)
- Free language services to people whose primary language is not English, such as:
 - Qualified interpreters
 - Information written in other languages

If you need these services, contact us at (617) 534-5395.

If you believe that BPHC or a covered subrecipient has failed to provide these services or discriminated in another way on the basis of race, color, national origin, age, disability, veteran status, marital status, sex, gender identity, or sexual orientation you can file a grievance within 180 days of the incident with:

Boston Public Health Commission c/o General Counsel

Mail: 1010 Massachusetts Avenue, 6th Floor, Boston, Massachusetts 02118

Phone: 617-534-4322 **Fax:** 857-288-2313 **Email:** generalcounsel@bphc.org

You can file a grievance in person or by mail, fax, email or phone. If you need help filing a grievance, someone from the General Counsel's Office can help you. You will receive an initial response within 10 days.

You can also file a civil rights complaint with the U.S. Department of Health and Human Services, Office for Civil Rights:

Mail: U.S. Department of Health and Human Services, 200 Independence Avenue SW., Room 509F, HHH Building
Washington, DC 20201

Phone: 800-368-1019 **TDD:** 800-537-7697

Online: at <https://www.hhs.gov/ocr/complaints>.