

Name:	Nondiscrimination Policy
Date of Origin:	7/01/2014
Current Effective Date:	1/5/2021
Scheduled Review Date:	1/5/2022

I. NONDISCRIMINATION POLICY

As a recipient of Federal financial assistance, Capitol Dental Care (CDC) does not exclude, deny benefits to, or otherwise discriminate against any person on the basis of sex, sexual orientation, marital status, race, color, national origin, disability, or age in admission to, participation in, or receipt of the services and benefits under any of its programs and activities, whether carried out by CDC directly or through its network of providers or any other entity which arranges to carry out its programs and activities. Members under 18, both male and female, have equal access to appropriate facilities, services, and treatments.

CDC is compliant with ACA section 1557 and includes all necessary language in its communications to its members. CDC adheres to ACA requirements as to scope and content of this language, utilizing either short-form language (communications of 2 pages or less) or the long-form complete disclosure of the law, where member correspondence exceeds the 2-page limit.

CDC contracted providers will not offer hours or schedule members in any fashion that is less than those hours and scheduling opportunities available to non-members.

In its credentialing process, CDC does not discriminate against providers based on age, sex, race, ethnicity, family, religion, or sexual orientation. It will not select or reject prospective providers based on patient profiles, i.e., high or low patient utilization of services. It will also not discriminate in its credentialing process based on the location of a provider, except that it may limit the number of providers within a region as a result of its access and capacity limitations.

CDC takes its commitment to public health dentistry very seriously. It does not incentivize its providers to deny, limit, or discontinue medically necessary care as part of any business model. Any performance incentives are based on quality of care delivered rather than the exclusion or limitation of certain treatments or services.

This statement is in accordance with the provisions of Title VI of the Civil Rights Act of 1964, Section 504 of the Rehabilitation Act of 1973, the Age Discrimination Act of 1975, and Regulations of the U.S. Department of Health and Human Services issued pursuant to these statutes at Title 45 Code of Federal Regulations Parts 80, 84, and 91.

II. REVISION ACTIVITY

Revision Date	Revision and Rationale	Effective Date
7/01/2014	Expanded policy to address federal standards	7/1/2014
8/24/2016	Reviewed and approved date.	8/24/2016

10/19/18	Review/Update	10/19/18
4/8/2019	Review/Update	4/8/2019
10/5/2020	Review/Update	10/5/2020
1/5/2021	Review	1/5/2021

III. AFFECTED DEPARTMENTS

- All CDC Staff (management, employees, providers, etc.)
- CDC Members

IV. REFERENCES

- CDC Provider Agreement
- Member Handbook