



## **Subject: Non-Discrimination in Employment Policy Statement**

**To: Staff**

**From: Lynnette A. Emerick, CEO**

An open and equitable personnel system will be established and maintained. Personnel policies, procedures, and practices will be designed to prohibit discrimination on the basis of race (to include hair type, hair texture, or hair style), color, religious creed (to include all aspects of religious observances and practice, as well as belief), disability, ancestry, national origin, age (40 and over), or sex (to include pregnancy status, childbirth status, breastfeeding status, sex assigned at birth, gender identity or expression, affectional or sexual orientation, and differences in sex), and retaliation.

Employment opportunities shall be provided for applicants with disabilities and reasonable accommodation(s) shall be made to meet the physical or mental limitations of qualified applicants or employees. Any employee who believes they have

INTEGRITY, ACCOUNTABILITY, RESPECT, QUALITY, COMMITMENT.

---

[www.wcsi.org](http://www.wcsi.org)

134 Industrial Park Road, Suite 1700 | Greensburg, PA 15601 | P. 1-800-353-6467 or 724-837-1808 |

F. 724-858-9012

been discriminated against may file a complaint of discrimination with any of the following.

**Westmoreland Casemanagement and Supports, Inc.**

134 Industrial Park Road, Suite 1700

Greensburg, PA 15601

Compliance Hotline: 724-689-1270

**Commonwealth of Pennsylvania Department of Human Services Bureau of Equal Opportunity**

Room 225, Health & Welfare Building P.O. Box 2675

Harrisburg, PA 17120 Inquiries: (717) 787-1127

Email: [RA-PWBEOAO@.pa.gov](mailto:RA-PWBEOAO@.pa.gov)

**(Within 90 days from the date of incident)**

**Pennsylvania Human Relations Commission**

333 Market Street, 8th Floor

Harrisburg, PA 17101

<https://www.phrc.pa.gov/Complaints/Pages/How-toFile-a-Complaint.aspx>

Inquiries: (717) 787-4410

TTY users only: (717) 787-7279

**(Within 180 days from the date of incident)**



## Office for Civil Rights

U.S. Department of Health and Human Services Centralized  
Case Management Operations 200 Independence Avenue, S.W.  
Room 509 HHH Bldg Washington, D.C. 20201  
Customer Response Center: (800) 368-1019 TDD: (800) 537-  
7697

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

Email: [ocrcomplaint@hhs.gov](mailto:ocrcomplaint@hhs.gov)

**(Within 180 days from the date of incident)**


## U.S. Equal Employment Opportunity Commission

801 Market Street, Suite 1000 Philadelphia, PA 19107  
Inquiries: (800) 669-4000 TTY users only: (800)669-6820

<http://www.eeoc.gov/filing-charge-discrimination>

Email: [PDOContact@eeoc.gov](mailto:PDOContact@eeoc.gov)

**(Within 300 days from the date of incident)**

 Signature

3/5/25 Date