



## **Resilient Healthcare Academy**

### **Non-Discrimination & Equal Opportunity Policy**

Resilient Healthcare Academy is an Equal Opportunity Training Provider and complies fully with the Workforce Innovation and Opportunity Act (WIOA) Section 188, 29 CFR Part 38, and all applicable federal, state, and local nondiscrimination laws.

#### **Policy Statement:**

No individual shall be excluded from participation in, denied the benefits of, or subjected to discrimination under any program or activity operated by Resilient Healthcare Academy on the basis of race, color, religion, sex (including pregnancy, childbirth, gender identity, and sexual orientation), national origin, age, disability, political affiliation or belief, citizenship, or participation in WIOA-funded programs.

#### **Equal Access & Accommodations:**

Resilient Healthcare Academy provides reasonable accommodations for individuals with disabilities upon request to ensure equal access to programs and services.

#### **Language Access:**

Language assistance services may be available upon request for individuals with limited English proficiency.

#### **Retaliation Prohibited:**

Retaliation against individuals who file a complaint or participate in an investigation is strictly prohibited.

#### **Complaint Procedure:**

Individuals who believe they have been subjected to discrimination may file a complaint within 180 days of the alleged violation.

#### **Complaints may be submitted to:**

##### **Equal Opportunity Officer**

Resilient Healthcare Academy  
10000 N 31<sup>st</sup> Ave, Ste D105, Phoenix AZ  
602-368-2106  
rha@resilienthealthcareacademy.com

#### **Or to:**

Director, Civil Rights Center (CRC)  
U.S. Department of Labor  
200 Constitution Avenue NW  
Washington, DC 20210