



## BIG SKY THERAPEUTIC SERVICES, PLLC: NON-DISCRIMINATION POLICY

It is the policy Big Sky Therapeutic Services, PLLC to not discriminate in hiring and employment practices on the basis of race, color, gender, national origin, sexual orientation, gender identity, religion, age, veteran status, pregnancy, or disability (including AIDS and related conditions).

Big Sky Therapeutic Services, PLLC does not discriminate in the provisions of services to an individual because of the following reasons: an individual's inability to pay; payment for services when made under Medicare, Medicaid or the Children's Health Insurance Program (CHIP); and based upon an individual's race, color, gender, national origin, sexual orientation, gender identity, religion, age, veteran status, pregnancy, or disability (including AIDS and related conditions).

These regulations state that no person will, solely by reasons of his or her race, color, gender, national origin, sexual orientation, gender identity, religion, age, veteran status, pregnancy, or disability (including AIDS and related conditions), be excluded from the participation in, from admissions, be denied the benefits of, or be subjected to discrimination under any program or activity receiving state or federal financial assistance, including those under a sliding fee schedule arrangement.

Big Sky Therapeutic Services, PLLC has an internal grievance procedure providing for prompt and equitable resolution of complaints alleging any action prohibited by Title VI of the Civil Rights Act of 1964, Section 504 of the Rehabilitation Act of 1973, the Age Discrimination Act of 1975, and the Americans with Disabilities Act (ADA) of 1990. Big Sky Therapeutic Services, PLLC takes violations of the non-discrimination policy seriously. If a client, parent, or employee feels discriminated against for any of the above reasons, staff recommends talking to the first available employee or calling the main line at 406.205.0452.

### **For further information about this policy**

**Contact: Brett E. Gilleo**

**Cell: 406.240.2045**

**Email: [brett@bigskytherapy.com](mailto:brett@bigskytherapy.com)**

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