

Ready to start planning your care? Call us at [800-525-2225](tel:800-525-2225) to make an appointment.

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Memorial Sloan Kettering  
Cancer Center

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to qualified handicapped persons under the Americans with Disabilities Act, the Rehabilitation Act of 1973 (Section 504) and Article 15 of the Executive Law of the State of New York.

## Procedure

Memorial Hospital provides care for all patients without discrimination. Patients are admitted and treated without regard to age, citizenship status, color, disability or handicap, gender, gender identity or expression, sexual orientation, marital status, national origin, nationality, race, religion, veteran status or ability to pay/source of payment for care. Patients are not be deprived of any constitutional, civil, and/or legal rights solely because of receiving services from the facility. Patients are not asked if they are willing or desire to share a room with a patient of another race and in no instance is the transfer of a patient to another room used to evade compliance with the Civil Rights Act. All services rendered by employees, medical staff, volunteers, and vendors, to patients or others, are provided without regard to race, color, religion, gender, age, national origin, marital status, citizenship status, disability, veteran status or sexual orientation. This also pertains to all administrative services, all medical care for inpatients and outpatients, all para-medical care, ancillary, and supporting services.

It is the policy of the Center to provide equal opportunity, in accordance with all applicable federal, state, and local civil rights laws, to all of its employees and applicants for employment without regard to race, color, religion, sex, age, national origin, marital status, citizenship status, disability, veteran status or sexual preference of qualified persons consistent with the Center's Affirmative Action Program. The Center recruits, hires, trains, transfers, promotes, and terminates all its employees and administers all other personnel policies, without regard to race, color, religion, gender, age, national origin, marital status, citizenship status, disability, veteran status or sexual orientation (except where age, disability, or gender is a bona fide occupational qualification). Every effort must be undertaken to make available to qualified handicapped persons the accommodations, advantages, facilities, and privileges of Memorial Hospital. The Federal Government has defined a "handicapped person" as any person who has a physical or mental impairment which substantially limits one or more major life activities. The handicap should not be the grounds for not treating cancer. It is the institution's responsibility to document efforts to accommodate the handicap. In the event that there is a determination that the handicapped person is not qualified to have his cancer treated at this hospital, every effort must be made by the patient's service team to ensure that such a person receives treatment at an institution capable of rendering such treatment. Patient Representatives (extension 7202) should be called when a handicapped patient is being denied treatment. The patient's service team will document efforts to accommodate the handicapped patient and assist in the processing of an orderly and complete referral. Questions regarding this matter, and/or what constitutes a "qualified" handicapped patient, should be referred to the Patient Representative Department and/or the Ethics Committee.

Reference: HR Policy Manual for Employees.

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