



## CLIENT NON-DISCRIMINATION POLICY

### **Non-Discrimination Policy**

Sanctuary for Families does not discriminate based on race, color, national origin,<sup>1</sup> immigration or citizenship status, religion,<sup>2</sup> creed, sex, gender,<sup>3</sup> sexual preference, sexual orientation, disability<sup>4</sup>, actual or perceived age, military status, predisposing genetic characteristics, marital status, partnership status, domestic violence victim status, or any other categories identified by City, State or Federal laws or regulations in employment and/or in the delivery of services, including certain additional categories applicable for employment, housing or public accommodations pursuant to City, State and Federal laws.

### **Complaints and Accountability**

If you have reason to believe you have been unlawfully discriminated against or experienced discriminatory harassment based on the categories listed above, you may report this to Sanctuary for Families by using the Client Grievance Protocol that has been provided to you. The Client Grievance Protocol can also be accessed online at <https://sanctuaryforfamilies.org/client-grievance/>.

In addition, you have the right to contact the NYS Office of Victim Services Civil Rights Compliance Coordinator by completing the attached allegation of discrimination:

### **Mailing Address:**

ADA Coordinator/Human Resources Management  
Division of Criminal Justice Services  
Alfred E. Smith Building, 6th Floor  
80 South Swan Street  
Albany, New York, 12210  
**Office Telephone Number:** 518-485-1704  
**E-mail Address:** [HRM@dcjs.ny.gov](mailto:HRM@dcjs.ny.gov)

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<sup>1</sup> including on the basis of limited English proficiency.

<sup>2</sup> including religious practice or refusal to attend or participate in a religious practice, a religious belief, or a refusal to hold a religious belief.

<sup>3</sup>including gender identity or gender expression.

<sup>4</sup>including presence of a service dog.