

Santa Cruz County  
Mental Health & Substance Abuse Services  
Policies and Procedure Manual

**Subject:** County/Contractor Non- Discrimination

**Policy No:** 1203

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**Effective:** July 31, 2015

**Replaces:** N/A

**References:** Title VI of the Civil Rights Act of 1964 [42 USC 2000(d)]; Age Discrimination Act of 1975 (42 USC 6101); Rehabilitation Act of 1973 (29 USC 794); Education Amendments of 1972 (20 USC 1681); Americans with Disabilities Act of 1990 (42 USC 12101); Title 45, CFR, Part 84; provisions of the Fair Employment and Housing Act (Government Code Section 12900 et seq.); and regulations promulgated thereunder (Title 2, CCR, Section 7285.0 et seq.); Title 2, Division 3, Article 9.5 of the Government Code, commencing with Section 11135; and Chapter 6 of Division 4 of Title 9 of the CCR, commencing with Section 10800; ADP Bulletin 09-05.

Approval: \_\_\_\_\_ SIGNED \_\_\_\_\_ 7/20/2015 \_\_\_\_\_  
Director's Signature Date

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**POLICY:** All programs and contracted services shall comply with applicable laws and regulations regarding non-discrimination in accessibility of services.

**PURPOSE:** To ensure the accessibility of services in a manner that conforms to all pertinent regulations.

**DEFINITIONS:**

**Discrimination** Discrimination on the basis of race, color, creed, religion, national origin, ancestry, physical, or mental disability, medical condition (including cancer-related and genetic characteristics), marital status, sexual orientation, age (over 18), veteran status, gender, pregnancy, or any other non-merit factor includes, but is not limited to, the following: denying an otherwise eligible individual any service or providing a benefit which is different, or is provided in a different manner or at a different time, from that provided to others under this Contract; subjecting any otherwise eligible individual to segregation or separate treatment in any matter related to the receipt of any service; restricting an otherwise eligible individual in any way in the enjoyment of any advantage or privilege enjoyed by others receiving any service or benefit; and/or treating any individual differently

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from others in determining whether such individual satisfied any admission, enrollment, eligibility, membership, or other requirement or condition which individuals must meet in order to be provided any service or benefit.

**A. PROCEDURES:**

1. MHSAS staff will monitor each contractor's compliance with the Rehabilitation Act of 1973, the Americans with Disabilities Act of 1990 and, for substance use disorder services, Department of Alcohol and Drug Programs Bulletin 09-05, to ensure that recipients/beneficiaries and intended recipients/beneficiaries of services are provided services without regard to physical or mental disability. Beneficiaries and intended beneficiaries who are otherwise eligible for services will be provided services without regard to race, color, religion, national origin, ancestry, physical, or mental disability, medical condition (including cancer-related and genetic characteristics), marital status, sexual orientation, age (over 18), veteran status, gender, pregnancy, or any other non-merit factor.
2. Contractors will establish written procedures under which service participants are informed of their rights including their right to file a complaint alleging discrimination or a violation of their civil rights. Participants in programs will be provided a copy of their rights that shall include the right of appeal and the right to be free from sexual harassment and sexual contact by members of the treatment, recovery, advisory, or consultant staff.
3. Non-compliance with the requirements of nondiscrimination in services will constitute grounds to withhold payments or terminate all, or any type, of funding provided by MHSAS.