

NON-DISCRIMINATION/ANTI-HARASSMENT POLICY AND COMPLAINT PROCEDURE

Effective Date: April 3, 2023

Ceeccil Quality Care Transportation company complies with the state and federal laws and regulations and its policy to ensure compliance under Title II of the Americans with Disabilities Act (ADA), Section 504 of the Rehabilitation Act of 1973 related to non-discrimination of services based on disabilities and complies with the Title VII of the Civil Rights Act of 1964 for Equal Employment Opportunity. Ceeccil Quality Care Transportation is a powerful company that does not discriminate based on race, age, color, sex, national origin, ancestry, gender identity or expression, marital status, veteran status, physical or mental disability, religion, or any other legally protected characteristic.

Ceeccil Quality Care Transportation is committed to diversity, equity, and inclusion to creating and maintaining a non-discriminatory, harassment-free, and diverse workplace that reflects on the communities we serve.

Its policy prohibits any discrimination and harassment against all and its stakeholders, including in hiring, promotion, termination, compensation, training, or any other aspect of employment or business relationships. Ceeccil Quality Care Transportation is committed to providing equal employment opportunities to all employees and applicants without discrimination. This commitment applies to all aspects of employment, including hiring, training, promotion, compensation, benefits, and termination.

Its policy is to ensure all its employees, contractors, or any other entities doing business on behalf of Ceeccil Quality Care Transportation comply and the laws regarding providing the service to its members and ensuring equal employment opportunity.

Ceeccil Quality Care Transportation requires complete training related to its policy for all its employees, contractors, or any other entities doing business on behalf of Ceeccil Quality Care Transportation.

Grievances and Complaints:

An individual who believes that has been subjected to discrimination, harassment, retaliation, or related conduct in violation of this policy should report the matter immediately or by an authorized representative: Please call our Quality Assurance (QA) Coordinator at [720-669-0696](tel:720-669-0696), fax [720-615-8666](tel:720-615-8666), or online by clicking on [Complaint Form](#). Here is the complaint process. You need to file a complaint as soon as possible. The filing deadline is within two business days of the day of receipt. Once we receive your complaint, we will give you a tracking number. We will review your complaint and respond in writing to the complaint within thirty days of receipt of the complaint. You may request an appeal within thirty days of the decision.

THE BUSINESS.

This Privacy Policy is between you and the following organization:

Company Name: Ceecil Quality Care Transportation LLC

Address: 2720 E Yampa St, Suite 2A, Colorado Springs, CO 80909-5061

Business Hours: Monday-Saturday (04:00 AM - 10:00 PM)

Phone: 720-669-0696 & 719-999-9877

Fax: 720-615-8666

E-Mail: qa@ceecil.com

Website: <https://www.ceecil.com>