



Water & Christian Streets | Philadelphia, PA 19147 | (215) 336-3324

SUBJECT: Nondiscrimination in Services

TO: Parents

FROM: Alexis Birnbaum, Executive Director

Admissions, the provisions of services, and referrals of clients shall be made without regard to race, color, religious creed, disability, ancestry, national origin (including limited English proficiency), age, or sex.

Program services shall be made accessible to eligible persons with disabilities through the most practical and economically feasible methods available. These methods include, but are not limited to, equipment redesign, the provision of aides, and the use of alternative service delivery locations. Structural modifications shall be considered only as a last resort among available methods.

Any parent or child (and/or their guardian) who believes they have been discriminated against, may file a complaint of discrimination with:

Alexis Birnbaum, Executive Director
Young Children's Center for the Arts
929 S. Water Street
Philadelphia, PA 19147

Department of Public Welfare
Bureau of Equal Opportunity
Room 223, Health & Welfare Building
PO Box 2675
Harrisburg, PA 17105

PA Human Relations Commission
Philadelphia Regional Office
711 Philadelphia State Office Bldg.
1400 Spring Garden Street
Philadelphia, PA 19130

U. S. Department of Health and Human Svcs.
Office for Civil Rights
Suite 372, Public Ledger Bldg
150 South Independence Mall West
Philadelphia, PA 19106-9111

DPW Bureau of Equal Opportunity
Southeastern Regional Office
1105-B Philadelphia State Office Bldg.
1400 Spring Garden Street
Philadelphia, PA 19130-4088



Water & Christian Streets | Philadelphia, PA 19147 | (215) 336-3324

**SUBJECT: Nondiscrimination Policy Statement
Equal Employment Opportunity**

TO: Staff

FROM: Alexis Birnbaum, Executive Director

An open and equitable personnel systems will be established and maintained. Personnel policies, procedures and practices will be designed to prohibit discrimination on the basis of race, color, religious creed, disability, ancestry, national origin, age, or sex.

Employment opportunities shall be provided for applicants with disabilities and reasonable accommodation(s) shall be made to meet the physical or mental limitations to qualified applicants or employees.

Any employee, who believes they have been discriminated against, may file a complaint of discrimination with any of the following:

**Alexis Birnbaum, Executive Director
Young Children's Center for the Arts
929 S. Water Street
Philadelphia, PA 19147**

Department of Public Welfare
Bureau of Equal Opportunity
Room 223, Health & Welfare Building
PO Box 2675
Harrisburg, PA 17105

PA Human Relations Commission
Philadelphia Regional Office
711 Philadelphia State Office Bldg.
1400 Spring Garden Street
Philadelphia, PA 19130

U. S, Department of Health and Human Svcs.
Office for Civil Rights
Suite 372, Public Ledger Bldg
150 South Independence Mall West
Philadelphia, PA 19106-9111

DPW Bureau of Equal Opportunity
Southeastern Regional Office
1105-B Philadelphia State Office Bldg.
1400 Spring Garden Street
Philadelphia, PA 19130-4088