



GERMANTOWN ACADEMY
P.O. BOX 287
FORT WASHINGTON, PA 19034

FOUNDED 1759

Telephone (215) 646-3300

Fax: (215) 646-1216

Subject: Nondiscrimination in Services
To: Germantown Academy Child Care Parents
From: Director, Germantown Academy Child Care

Signature: *Tanya Friedman*

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 individual, student, parent and/or their guardian who believes they have been discriminated against, may file a complaint of discrimination with:

Germantown Academy Child Care Center
340 Morris Road PO Box 287
Fort Washington, PA 19034

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

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

PA Human Relations Commission
Harrisburg Regional Office
Riverfront Office Center
1101 S. Front St. 5th Floor
Harrisburg, PA 17104

Commonwealth of Pennsylvania
DPW Bureau of Equal Opportunity
Southeast Regional Office
801 Market Street, Suite 5034
Philadelphia, PA 19107