

## University of Maryland, School of Dentistry

### **POLICY AND PROCEDURES FOR PROVIDING AUXILIARY AIDS FOR PERSONS WITH DISABILITIES AND LIMITED ENGLISH PROFICIENCY**

#### **I. POLICY:**

It shall be the policy of the University of Maryland, School of Dentistry, UMSOD, to take reasonable steps to provide complimentary appropriate auxiliary aids and services to ensure equal access to the facility's dental health programs. The University of Maryland, School of Dentistry shall comply with Section 1557 of the Patient Protection and Affordable Care Act, Federal law and shall not discriminate, exclude individuals or deny services on the basis of race, color, national origin, age, sex, physical or mental disability.

#### **II. POLICY PURPOSE:**

The purpose of this policy is to provide equal opportunity and uniformity involving treatment, services and other dental health benefits provided by University of Maryland, School of Dentistry. This policy applies to all clinical faculty, staff, volunteers and students who are members of the University of Maryland, School of Dentistry. The policy also provides guidelines to enforce protections against discrimination on the basis of race, color, national origin, age, sex, physical or mental disability.

#### **III. POLICY STANDARDS:**

- A.** In order to ensure effective communication involving dental services, UMSOD shall take reasonable steps to provide complimentary appropriate auxiliary aids and services to gain equal access to the facility's dental health programs.
- B.** It shall be that UMSOD provides disclosures on the school website and have visible postings in patient reception areas. If a patient presents with a disability or lack of ability to communicate, upon request, the staff will arrange for appropriate service assistance.
- C.** In order to help ensure effective communication with persons who are deaf or hard of hearing or with speech impairments, data stewards will contact HASA, Hearing and Speech agency of Baltimore, who is responsible for providing aids in a timely manner.
- D.** In order to provide meaningful access to the facility's dental health programs to persons with limited English proficiency, data stewards will contact Lionbridge translation services who is responsible for providing interpretation services in a timely manner.
- E.** Every clinical faculty, staff, volunteers and students who are members of the UMSOD shall comply with Section 1557 of the Patient Protection and Affordable Care Act, Federal law. All personnel are responsible to enforce protections against discrimination on the basis of race, color, national origin, age, sex, physical or mental disability.
- F.** Infractions of noncompliance shall be subject to the disciplinary action of the UMSOD, up to and including dismissal and/or loss of privileges.
- G.** All faculty, staff members and students will be made aware of these protocols at periodic meetings.