BEFORE THE BOARD OF NORTHEAST TRI COUNTY HEALTH DISTRICT

IN THE MATTER OF ADOPTING
PERSONNEL POLICY ADDITION

) RESOLUTION 09-2010
) ADOPTING PERSONNEL
) POLICY ADDITION

WHEREAS, the Board of Health of the Northeast Tri County Health District has previously adopted personnel policies; AND

WHEREAS, amendments to those policies are necessary;

NOW, THEREFORE:

IT IS HEREBY RESOLVED by the Board of Health of the Northeast Tri County Health District that the attached Personnel Policy addition is adopted and shall be in full force and effect within the jurisdiction of the Northeast Tri County Health District from this date.

Done this 21st day of July, 2010 in Republic, Washington and effective immediately upon signatures as of this date.

[Signatures]

[Signatures]

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Title X Law, Section 59.5 (a)(2)
Use by any individual of project services must be solely on a voluntary basis. Individuals must not be subjected to coercion to receive services or to use or not to use any particular method of family planning. Acceptance of family planning services must not be a prerequisite to eligibility for, or receipt of, any other service or assistance from or participation in any other programs of the applicant.¹

¹ Section 205 of Public Law 94-63 states: "Any (1) officer or employee of the United States, (2) officer or employee of any State, political subdivision of a State, or any other entity, which administers or supervises the administration of any program receiving Federal financial assistance, or (3) person who receives, under any program receiving Federal assistance, compensation for services, who coerces or endeavors to coerce any person to undergo an abortion or sterilization procedure by threatening such person with the loss of, or disqualification for the receipt of, any benefit or service under a program receiving Federal financial assistance shall be fined not more than $1,000 or imprisoned for not more than one year, or both."

POLICY

It is the policy of Northeast Tri County Health District (NETCHD) to ensure that all usage of project services by any patient, participant, client or customer be solely on a voluntary basis. Individuals must not be subjected to coercion* to receive services or to use or not to use any particular method of family planning or other project services. Acceptance of family planning services must not be a prerequisite to eligibility for, or receipt of, any other service or assistance from or participation under Federal law if they coerce or endeavor to coerce any patient, participant, client or customer who comes to NETCHD for services, to undergo an abortion or sterilization (tubal ligation, vasectomy) procedure.

*Coercion: To force, to act or think in a certain way – to compel. To dominate, restrain or control forcibly. To bring about by force.

PROCEDURE

The NETCHD Administrator is responsible for ensuring that all current employees have signed this policy and that all new employees sign the policy as part of the orientation process. Such signing will be noted on the orientation checklist. The signed policy will be maintained in the personnel file of each employee.

EMPLOYEE AGREEMENT

I have read and understand the Non-Coercion Policy. I understand that I may be subject to prosecution under Federal law if I coerce or endeavor to coerce any patient or client who comes to NETCHD for services, to undergo an abortion or sterilization procedure. It is also a condition of my continued employment with NETCHD to adhere to this policy.

Employee Signature ______________________________ Date ______________________________

______________________________
Employee Name (print)