



Horizon Health, Inc.

We are passionate about supporting human rights.

A message from our Director of Operations

Horizon Health, Inc. prohibits discrimination, harassment, and reprisal toward customers.

Shani Kedrowski

Director of Operations

residentservices@horizonhealthservices.com

320-468-6451

DISCRIMINATION AND HARRASSING BEHAVIOR

It is the policy of Horizon Health, Inc. to maintain a work environment free from discrimination and from harassing remarks or conduct. Such behavior includes inappropriate remarks about or conduct related to a team member's race, color, creed, religion, national origin, sex, pregnancy, marital status, disability, age, status with regard to public assistance, familial status, genetic information, or sexual preference or identity. Behavior prohibited by this policy also includes requests to engage in illegal conduct or retaliation for the making of a complaint.

Discriminatory or harassing behavior by any team member is not acceptable. All team members (supervisors, and non-supervisors, alike), will be expected to comply with this policy and take appropriate measures to ensure that such conduct does not occur. Appropriate disciplinary action as legally allowed for each type of team member will be taken against any team member who violates this policy against offensive behavior. Based on the seriousness of the offense, disciplinary action may include verbal or written reprimand, suspension, immediate termination, or cancellation of a contract.

Any person who feels they are being subjected to harassing or discriminatory behavior should feel free to object to the behavior and should report the behavior to the Director of Operations, residentservices@horizonhealthservices.com, 320-468-6451.

Rev 1/16/2024