

	Ethics & Compliance Department	
	Policy No.: 20	Created: 04/2026
		Reviewed:
	Revised:	

NON-DISCRIMINATION - SECTION 1557 OF THE AFFORDABLE CARE ACT

SCOPE

Applies to all Envision clinicians and teammates. For purposes of this policy, all references to “clinician” or “teammate,” include temporary, part-time and full-time employees, independent contractors, officers, and directors.

Capitalized terms not defined herein shall be assigned to the definitions set forth in 45 C.F.R. § 92.4.

PURPOSE

Envision Healthcare Operating, Inc. and its subsidiaries and affiliates (“Envision” or “the Company”) has adopted this Non-Discrimination - Section 1557 of the Affordable Care Act policy to ensure that the Company does not discriminate on the basis of race, color, national origin (including limited English proficiency and primary language), age, sex, or disability.

Under the requirements of Section 1557 of the Affordable Care Act, providers that receive certain types of federal funding must furnish (1) language assistance services and appropriate auxiliary aids and services free of charge, (2) reasonable modifications for individuals with disabilities, and (3) current contact information for the Section 1557 Coordinator.

POLICY AND PROCEDURE

The Company will not discriminate on the basis of race, color, national origin (including limited English proficiency and primary language), age, sex, or disability. The Company will also not exclude people or treat them differently because of race, color, national origin (including limited English proficiency and primary language), age, sex, or disability.

The Company will provide reasonable modifications, appropriate auxiliary aids and services, or language assistance services, as required, in accordance with Envision’s Non-Discrimination Notice.

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Most, if not all, of the Company’s patients are seen in hospitals or other facilities (collectively referred to as “hospital”) that also must comply with Section 1557 of the Affordable Care Act. Requests to Company representatives by patients related to any of the following issues should be brought to the immediate attention of the Company’s Ethics & Compliance Department:

- (1) language assistance services and appropriate auxiliary aids and services free of charge,
- (2) reasonable modifications for individuals with disabilities, and/or
- (3) contact information for the Section 1557 Coordinator.

After notification to the Company’s Ethics & Compliance Department of any of these requests by a patient, the Company’s Ethics & Compliance Department shall make all reasonable efforts (i.e., at least three (3) separate attempts at notification) to contact the hospital in which the Company furnishes and/or furnished services to that patient to inform the hospital of the requests and coordinate the provision of the information and/or services to the patient.

If the hospital does not respond and/or provide the information and/or services after the reasonable efforts described above and the patient is still requesting that the Company provide this information and/or services, the Company’s Ethics & Compliance Department will provide (verbal or written) follow up to the patient to address the request, as necessary.

The Company will document each request for the information/services described above and keep records of the patient’s name, specific request, and action taken.

POLICY REVIEW

The Ethics & Compliance Department will review and update this Policy, when necessary, in the normal course of its review of the Company’s Ethics & Compliance Program.