



Foxdale Village

A Life Plan Community Guided by Quaker Values

500 E. Marylyn Ave. · State College, PA 16801 · 814-238-3322 · 800-253-4951 · Fax 814-238-2920 ·
www.foxdalevillage.org

Subject: Nondiscrimination in Employment Policy Statement
To: Foxdale Village Staff
From: Tama Carey, CEO

An open and equitable personnel system will be established and maintained. Personnel policies, procedures, and practices will be designed to prohibit discrimination on the basis of race (to include hair type, hair texture, or hair style) color, religious creed (to include all aspects of religious observances and practice, as well as belief), disability, ancestry, familial status, religious creed, national origin, age (40 and over), or sex, (to include pregnancy status, childbirth status, breastfeeding status, sex assigned at birth, gender identity or expression, affectional or sexual orientation, and differences in sex), use of guide or support animals because of the blindness, deafness or physical handicap of the resident or because the resident is a handler or trainer of support or guide animals, and retaliation.

Employment opportunities shall be provided for applicants with disabilities and reasonable accommodation(s) shall be made to meet the physical or mental limitations of qualified applicants or employees.

Any employee who believes they have been discriminated against may file a complaint or discrimination with any of the following:

Foxdale Village

Haley Carpenter, Director of Social Services
500 E. Marylyn Ave.
State College, PA 16801
Phone: (814) 272-2138
Fax: (814) 238-2920
Email: HCarpenter@foxdalevillage.org

Office for Civil Rights

U.S. Department of Health and Human Services
Centralized Case Management Operations
200 Independence Avenue, S.W.
Room 509 HHH Bldg.
Washington, D.C. 20201
Customer Response Center: (800) 368-1019
TDD: (800) 537-7697
<https://www.hhs.gov/ocr/complaints>
Email: ocrcomplaint@hhs.gov
(Within 180 days from the date of incident)

**Commonwealth of Pennsylvania
Department of Human Services
Bureau of Equal Opportunity**

Room 225, Health & Welfare Building
P.O. Box 2675 Harrisburg, PA 17120
Inquiries: (717) 787-1127
Email: RA-PWBEOAO@pa.gov
(Within 90 days from the date of incident)

Pennsylvania Human Relations Commission

333 Market Street, 8th Floor
Harrisburg, PA 17101
<https://www.phrc.pa.gov/Complaints/Pages/How-to-File-a-Complaint.aspx>
Inquiries: (717) 787-4410
TTY users only: (717) 787-7279
(Within 180 days from the date of incident)

Signed: Tama M. Carey
Printed: Tama M. Carey

Title: CEO
Date: 7-2-2026