

## INDIVIDUAL RIGHTS

### Policy:

An individual with intellectual disabilities and/or autism is entitled to all of the rights afforded other citizens in society. Each client at KDS has as much choice over his/her own actions, decision-making, and desires as any other person and is not exposed to rules and regulations that are excessive or inappropriate. Every staff member has the responsibility and obligation to be involved in guaranteeing these rights are protected and are not violated.

In compliance with Title VI of the Civil Rights Act of 1964, any individual served by KDS shall not be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity on the basis of race, color, gender, religion, national origin, ethnicity or disability. Any person who applies for or receives any benefit or service provided by KDS may file a complaint if her/she has had unfair or different treatment because of race, color, sex, religion, national origin, ethnicity or disability. Complaints must be filed in writing with the KDS Title VI representative, or with the appropriate regional or central office of the Department of Intellectual Disabilities or the Department of Children's Services, or with the Office of Civil Rights, 101 Marietta Tower, Suite 2706, Atlanta, Georgia 30323. The complaint should be filed within 180 calendar days of the alleged occurrence or when the alleged discrimination became known. The final investigative report and a copy of the complaint will be forwarded to the appropriate State and Federal Agency and affected parties within 60 calendar days of the acceptance of the complaint.