



Pathways, Inc.

Dr. Edward J. Lukomski
President &
Chief Executive Officer

James F. Agan, Jr., Ph.D.
Chief Operating Officer

Penny Robinson, M.S.
Chief Financial Officer

Joseph M. Cevette, M.P.S.
Executive Vice President
Program Operations

Lynn M. Goodwin
Executive Vice President
Program Operations

Stephanie A. Miller, M.Ed.
Executive Vice President
Public Relations &
Development

Christopher Olander
Executive Vice President
Quality Assurance

John Simonds
Executive Vice President
Human Resources

Children and Family Services

Bridges to Health
Children's Health
Home Care Management
Enhanced Visitation
OMH Waiver
Therapeutic Foster Care

Community-Based Services

Family Support Services
Nursing Home Transition and
Diversion Services
Service Coordination
Traumatic Brain Injury
Support Services

Educational Services

Erwin Child & Family Center
Kids' Adventure Club
Preschool Program

Home and Habilitation Services

Day Services
Family Interactions
Family Preservation
Home and Community-Based
Services for Adults
Youth WRAP Around Alternative

Residential Services

Developmental Disabilities
Residences
Mental Health Residences

Title VI Nondiscrimination Policy Statement

It is the policy of Pathways, Inc. to prevent and eliminate discrimination in all of its operations and services as well as all aspects of employment. All Department, Divisions, Offices, and Bureaus will plan, develop and implement their programs and activities so that no person is subjected to unlawful discrimination based on race, creed, color, gender, age, national origin, religion, disability, sexual orientation, marital status, or Vietnam era veteran status.

This policy fully incorporates throughout all of the operations of Pathways, Inc. the requirements of applicable State and Federal laws and executive orders to prohibit any discriminatory practices, procedures and policies. All administrators, managers, supervisors and employees are directed to comply with these laws and orders.

Pathways Inc. is committed to maintaining an agency which recognizes and values the inherent worth and dignity of every person; fosters tolerance, sensitivity, understanding, and mutual respect among its members; and encourages each individual to strive to reach their own potential.

This policy statement will be placed on all Pathways, Inc. bulletin boards and made available to all organizations and entities doing business with Pathways Inc. via the agency's public website; www.pathwaysforyou.org and intranet. Any complaints involving allegations of discrimination should be communicated to;

Pathways, Inc. Compliance Hotline
(607) 937-3280

ADMINISTRATIVE OFFICES

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pathwaysforyou.org