



# Nondiscrimination in Pediatric Health Care

Committee on Pediatric Workforce

Organizational Principles to Guide and Define the Child Health Care System and/or Improve the Health of All Children

## ABSTRACT

This policy statement is a revision of a 2001 statement and articulates the positions of the American Academy of Pediatrics on nondiscrimination in pediatric health care. It addresses both pediatricians who provide health care and the infants, children, adolescents, and young adults whom they serve.

**T**HE MISSION OF the American Academy of Pediatrics (AAP) is “to attain optimal physical, mental, and social health and well-being for all infants, children, adolescents and young adults.”<sup>1</sup> In support of this mission, therefore, the AAP is opposed to discrimination in the care of any patient on the basis of race, ethnicity, ancestry, national origin, religion, gender, marital status, sexual orientation, gender identity or expression, age, veteran status, immigration status, or disability of the patient or patient’s parent(s) or guardian(s). In addition, the AAP supports the right of pediatricians, pediatric medical subspecialists, pediatric surgical specialists, and other specialist physicians who care for pediatric patients in both educational and practice settings to participate in the delivery of health care without discrimination on the basis of race, ethnicity, ancestry, national origin, religion, gender, marital status, sexual orientation, gender identity or expression, age, veteran status, immigration status, or disability. Physicians with disabilities who maintain the ability to perform the essential functions of their jobs with or without “reasonable accommodation,” as defined by the Americans With Disabilities Act (ADA),<sup>2</sup> should not be hindered from participating in such activities.

Regardless of the size of the practice, all pediatricians, whether employers or employees, are encouraged to have nondiscrimination policies and to review all their personnel policies and procedures to monitor how they are implemented to ensure that they do not have an adverse effect on any individual or group.<sup>3</sup> If one wishes to air a grievance concerning discrimination on the basis of any of the above-listed factors, they must be able to do so in an environment that is free of prejudice and discrimination so that the matter may be addressed and resolved expeditiously.

The AAP recognizes the value of diversity among patients and pediatricians and the importance of proactively establishing and adhering to nondiscrimination policies for both pediatricians (as employers and employees) and the patients in their care. The AAP recommends that both public and private insurers provide nondiscriminatory and continuous coverage of pediatric services. Finally, the AAP encourages its members to support these nondiscrimination principles consistently in their interactions with colleagues, patients, and the patient’s parent(s) or guardian(s).

[www.pediatrics.org/cgi/doi/10.1542/peds.2007-2334](http://www.pediatrics.org/cgi/doi/10.1542/peds.2007-2334)

doi:10.1542/peds.2007-2334

All policy statements from the American Academy of Pediatrics automatically expire 5 years after publication unless reaffirmed, revised, or retired at or before that time.

### Key Words

pediatric workforce

### Abbreviation

AAP—American Academy of Pediatrics  
PEDIATRICS (ISSN Numbers: Print, 0031-4005; Online, 1098-4275). Copyright © 2007 by the American Academy of Pediatrics

**COMMITTEE ON PEDIATRIC WORKFORCE, 2007–2008**

Beth A. Pletcher, MD, Chairperson

Luisa I. Alvarado-Domenech, MD, FAAP

William T. Basco, MD

Andrew J. Hotaling, MD

Mary E. Rimsza, MD

Scott A. Shipman, MD, MPH

Richard P. Shugerman, MD

Rachel Wallace Tellez, MD, MS

\*Michael R. Anderson, MD, Past Committee  
Chairperson

Aaron L. Friedman, MD, Past Interim Chairperson

David C. Goodman, MD, MS, Past Committee Member

**LIAISON**

Gail A. McGuinness, MD

American Board of Pediatrics

**STAFF**

Holly J. Mulvey, MA

\*Lead author

**ACKNOWLEDGMENTS**

We acknowledge the contributions of Christopher Griffin, an intern in the AAP Division of Graduate Medical Education and Pediatric Workforce, to the development of this policy statement.

**REFERENCES**

1. American Academy of Pediatrics. AAP fact sheet. Available at: [www.aap.org/visit/facts.htm](http://www.aap.org/visit/facts.htm). Accessed February 27, 2006
2. Nondiscrimination on the Basis of Disability by Public Accommodations and in Commercial Facilities; Title III of the Americans With Disabilities Act of 1990. 28 CFR part 36 (1994)
3. Employers Council. Unlawful discrimination. Available at: [www.ecouncil.org/Discrimination.htm](http://www.ecouncil.org/Discrimination.htm). Accessed February 27, 2006