

FACILITY LICENSING AND INVESTIGATIONS SECTION

BLAST FAX 2025-18

TO: Nursing Homes, Assisted Living Service Agencies and Managed Residential Communities

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DATE: October 14, 2025

SUBJECT: Public Act (PA) 25-17: AN ACT PROHIBITING LONG-TERM CARE FACILITIES FROM DISCRIMINATING AGAINST LONG-TERM CARE FACILITY RESIDENTS.

Please be reminded that Public Act (PA) [25-17](#) prohibits staff discrimination against residents of nursing homes, assisted living service agencies and managed residential communities. The act also requires posting of a notice that the facility does not discriminate, provides requirements for resident privacy, and requires staff training.

In part, subsection (b) (1) of Section 1 of Public Act 25-17 specifies: "No long-term care facility or long-term care facility staff shall discriminate against any resident on the basis of such resident's race, color, religious creed, sex, actual or perceived

gender identity or expression, sexual orientation, marital status, age, national origin, ancestry, intellectual disability, mental disability, learning disability, physical disability, status as a veteran, status as a victim of domestic violence or human immunodeficiency virus status. (2) The provisions of this subsection shall not apply to the extent that they are incompatible with any professionally reasonable clinical judgment regarding the care of a resident.”

Subsection (c) requires each facility to post in a prominent place in the facility a notice printed in at least fourteen-point boldface capital letters:

“(NAME OF FACILITY) DOES NOT DISCRIMINATE AND DOES NOT PERMIT DISCRIMINATION, INCLUDING, BUT NOT LIMITED TO, BULLYING, ABUSE, HARASSMENT OR DIFFERENTIAL TREATMENT ON THE BASIS OF RACE, COLOR, RELIGIOUS CREED, SEX, GENDER IDENTITY OR EXPRESSION, SEXUAL ORIENTATION, MARITAL STATUS, AGE, NATIONAL ORIGIN, ANCESTRY, INTELLECTUAL DISABILITY, MENTAL DISABILITY, LEARNING DISABILITY, PHYSICAL DISABILITY, STATUS AS A VETERAN, STATUS AS A VICTIM OF DOMESTIC VIOLENCE OR HUMAN IMMUNODEFICIENCY VIRUS STATUS. YOU MAY FILE A COMPLAINT WITH THE OFFICE OF THE LONGTERM CARE OMBUDSMAN (PROVIDE CONTACT INFORMATION) IF YOU BELIEVE THAT YOU HAVE EXPERIENCED DISCRIMINATION.”

Subsection (e) requires: “Long-term care facility staff not directly involved in providing direct care to a resident shall not be present during physical examination or the provision of personal care to such resident if such resident is partially or fully unclothed without the express permission of such resident or such resident's legal guardian, legal representative or other legally responsible party. A facility shall use doors, curtains, screens or other effective visual barriers to provide bodily privacy for all residents whenever such residents are partially or fully unclothed. All residents shall be informed of and have the right to refuse to be examined, observed or treated by any facility staff when the primary purpose of such examination, observation or treatment is educational or informational rather than therapeutic, or for the evaluation or reevaluation of a resident's health. Such refusal shall not diminish the resident's access to care for the primary purpose of diagnosis or treatment.”

Public Act [25-17](#) also requires long-term care facilities to ensure that facility staff who work directly with residents receive training at least once every two (2) years on cultural competency focusing on residents who identify as lesbian, gay, bisexual, transgender or gender-nonconforming or who are living with human immunodeficiency virus. Facilities must use training materials developed by DPH for this requirement, and additional information on training materials will be provided when available.

Please refer to Public [Act 25-17](#) for full requirements. .