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Owner Elizabeth Kang:
Human Resources Compliance Manager
Area Human Resources
Applicability Memorial Healthcare System

E-06 Equal Employment Opportunity

PURPOSE

Memorial Healthcare System is an Equal Opportunity Employer and provides equal opportunity to applicants and employees without regard to any categories protected by applicable federal, state or local law, ordinance or rule.

SCOPE

All Memorial Healthcare System employees and applicants

POLICY GUIDELINES

It is the policy of Memorial Healthcare System not to discriminate and to provide equal employment opportunities to qualified persons regardless of age, race, color, sex, national or ethnic origin, religion, pregnancy, marital or parental status, sexual orientation, disability, military service, protected veteran status, genetic information, political affiliation, or any other categories protected by applicable federal, state or local law, ordinance or rule.

This policy applies to all employment actions, including but not limited to, recruitment, hiring, promotion, transfer, discipline, compensation, and training.

Further, Memorial will not fire, demote, harass, or otherwise take any adverse employment action ("retaliate") against individuals (applicants or employees) because they filed a charge or complaint of discrimination, because they complained in good faith about employment-related discrimination, or

because they participated in an employment discrimination proceeding such as an agency investigation or lawsuit. Memorial will act in good faith to fully comply with this policy.

POLICY OWNER

Human Resources

If any of the statements contained in this policy conflict with any verbal statements or agreements made by any representatives of MHS, then the statements contained in this policy shall control the outcome of any such conflict.

Memorial reserves the right to modify this policy in whole or in part, at any time, at the discretion of the Health System or as required by applicable law, regulation, or governing/accrediting body.

Employees who have questions regarding information contained in this policy should contact the Human Resources Department.

ONLINE LOCATION

All policies are subject to amendment. The most recent version of this policy can be accessed online:<https://mhs-system.policystat.com/>.

This Policy / Guideline / SOP is intended to provide Memorial health care professionals with guidelines for addressing the subject matter herein. This Policy / Guideline / SOP is not meant to be a substitute for the standard of care or to restrain professional judgment or opinion.

Approval Signatures

Step Description	Approver	Date
Policy Owner	Elizabeth Kang: Human Resources Compliance Manager	01/2025

Applicability

Memorial Healthcare System