

HUMAN RESOURCES POLICY



Policy Title	Equal Employment Opportunity
Policy Number	E-6
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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
POLICY GUIDELINES	<p>It is the policy of Memorial Healthcare System not to discriminate and to provide equal employment opportunity to qualified persons regardless of age, race, color, sex, national or ethnic origin, religion, pregnancy, marital or parental status, sexual orientation, gender identity or gender expression, 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.</p> <p>This policy applies to all employment actions including but not limited to recruitment, hiring, promotion, transfer, discipline, compensation, and training.</p> <p>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.</p>
ORIGINAL ISSUE DATE	September 2005
REVIEW/REVISION DATES	<p>Reviewed: June 2008, August 2010, September 2013, September 2015</p> <p>Revised: March 2016, August 2020, February 2021</p>
POLICY OWNER	<p>Human Resources</p> <p>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.</p> <p>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.</p> <p>Employees who have questions regarding information contained in this policy should contact the Human Resources Department.</p>
ONLINE LOCATION	All policies are subject to amendment. The most recent version of this policy can be accessed online: http://docs/Documents/Policies_and_Procedures/Systemwide/HumanResources