

Status **Active** PolicyStat ID **13962647**



Date Of Original Issue 01/1998
Approved 11/2023
Effective 11/2023
Last Revised 07/2020
Next Review 11/2026

Resource Mary Roxer: Vice President Total Rewards and HR Operations
Policy Area Human Resources
Applicability Valley Health System - System Wide

Equal Employment Opportunity Statement, HR100

PURPOSE

Valley Health System (VHS) is committed to providing equal employment opportunities for all individuals regardless of race, color, religion, national origin, age, disability, sex, sexual orientation or gender identity and/or expression, marital or veteran status, genetic information, pregnancy, childbirth and related medical conditions including lactation, citizenship or any other characteristic or status protected by federal, state or local law.

POLICY

- A. VHS ensures that in such matters as hiring, transfers, promotions, scheduling, terms or conditions of employment, privileges of employment, compensation, benefits, selection for training, reduction in force and termination there is no discrimination based on race, color, religion, national origin, age, disability, national origin, age, disability, sex, sexual orientation or gender identity and/or expression, marital or veteran status, genetic information, pregnancy, childbirth and related medical conditions including lactation, citizenship or any other characteristic or status protected by federal, state or local law.
- B. This policy is consistent with our values and our objectives of providing equal employment opportunities and high quality health care to our communities. VHS asks all employees for their support in the achievement of our objectives in equal opportunity employment. Each member of Management is responsible for creating and maintaining an atmosphere free of discrimination and all employees are responsible for respecting the rights of their co-workers.
- C. Employees who feel they have been discriminated against should report any such claim in writing to the Vice President for Human Resources, VHS or initiate the Grievance Procedure. (See: [Grievance Procedure - HR502](#)). Employees can raise questions or concerns without fear

of retaliation. All complaints or concerns will be kept confidential to the furthest extent possible without compromising the investigation or any remedial action necessary. Anyone found to be engaging in inappropriate behavior or any type of unlawful discrimination will be subject to disciplinary action, up to and including termination of employment.

All Revision Dates

07/2020, 02/2019, 03/2017, 09/2014, 06/2010

Approval Signatures

Step Description	Approver	Date
	Elizabeth Savage: CHIEF HUMAN RESOURCES OFFICER	11/2023
	Mary Roxer: Vice President Total Rewards and HR Operations	11/2023

