



## **EEO Policy Statement**

In order to provide equal employment opportunities to all individuals, employment decisions at St. Vincent Health and all its ministries are based on merit, qualifications and abilities. St. Vincent Health and its ministries do not discriminate based on race, color, religion, gender, disability, protected veteran status, sexual orientation, national origin, age or any other characteristic protected by law. This policy governs all aspects of employment, including recruiting, hiring, job assignment, promoting, compensation, discipline, termination and access to benefits and training.

Specifically, each ministry maintains an Affirmative Action Program for Qualified Individuals with Disabilities and Qualified Protected Veterans (Affirmative Action Program) in accordance with Section 503 of the Rehabilitation Act of 1973 and Vietnam Era Veterans' Readjustment Assistance Act of 1974 (VEVRAA), as amended. The Affirmative Action Program is designed to provide equal employment opportunities and to advance in employment qualified individuals with a disability as well as qualified protected veterans at all levels of employment. The Affirmative Action Program is reviewed and updated annually, and if there are any significant changes in the ministry's procedure, or if associate rights or benefits are modified as a result of an annual updating, these changes are communicated to associates and to applicants for employment. Each ministry maintains an audit and reporting system designed to measure the effectiveness of the Affirmative Action Program.

On a strictly voluntary basis, the ministry invites those offered jobs and incumbent employees to self-identify as disabled or a protected veteran for individuals who wish to benefit under the ministry's Affirmative Action Program. Self-identification information will be kept confidential, and any individual who identifies himself/herself will not be subjected to any form of harassment or retaliation based on his/her status or self-identification.

St. Vincent Health and each ministry is committed to providing a workplace free of all forms of unlawful harassment. (See attached Workplace Harassment policy.) Specifically, associates and applicants shall not be subjected to harassment, intimidation, threats, coercion or discrimination because they have engaged in or may engage in any of the following activities: (1) filing a complaint; (2) assisting or participating in an investigation, compliance review, hearing, or any other activity related to the administration of Section 503 of the Rehabilitation Act of 1973, as amended, VEVRAA, as amended, or any other Federal, State or local law requiring equal opportunity for disabled persons or qualified protected veterans or; (3) opposing any act or practice made unlawful by Section 503 of the Rehabilitation Act of 1973, VEVRAA or its implementing regulations in this part or any other Federal, State or local law requiring equal opportunity for disabled persons or for qualified protected veterans; or (4) exercising any other right protected by Section 503 of the Rehabilitation Act of 1973, or its implementing regulations in this part or any other right protected by VEVRAA or its implementing regulations in this part.

The Affirmative Action Program has the support of each ministry's top executive official. Overall responsibility for the implementation of the ministry's equal employment programs and affirmative action compliance activities is assigned to the EEO/AAP Coordinator who may be reached in Human Resources.