



Policy Title:	Equal Employment Opportunity Policy Statement
References:	None
Policy Owner:	Human Resources
Committee Oversight:	None
Implementation Date:	

I. Purpose and Scope

We, North Shore Community Health (NSCH), are an equal employment opportunity employer. Our goal is to have a diverse workforce representative of all people, at all job levels, in the organization. We do not and will not make any personnel decisions (like recruiting, hiring, job assignments, and promotions) based on age, color, national origin, citizenship status, physical or mental disability, race, religion, creed, gender, sex, sexual orientation, gender identity, gender expression, genetic information, marital status, status with regard to public assistance, veteran status, or any other characteristic protected by federal, state or local law.

This policy applies to all current and prospective NSCH staff.

II. Policy Statement

At NSCH, we believe that we offer the highest quality health care to our patients and community when we foster an environment where people express, welcome, and encourage different perspectives. We celebrate diversity – of human beings and ideas - and are committed to creating this kind of inclusive workplace for all our team members. We comply with all local, state, or federal laws, rules, or regulations in our personnel actions, including compensation, benefits, transfers, access to training, professional development, educational assistance and social or recreational programs.

III. General Rules

NSCH recognizes that some individuals may have personal situations that limit their ability to perform some aspects of their jobs and is committed to providing opportunities for them to be successful. As such, we will provide reasonable accommodations for qualified individuals with a disability. Should an individual’s circumstances change at any time while applying for a job or during employment at NSCH, we encourage them to inform us of their status by contacting the Human Resources Department.

There is a strong culture of integrity, respect and collaboration at NSCH. We are committed to conducting business ethically by acting honestly, treating applicants and team members fairly, and reporting concerns should they arise. NSCH prohibits and will not tolerate any form of harassment, retaliation, intimidation, threats, coercion or discrimination toward an individual because they have: (i) filed a complaint, assisted or participated in an investigation, compliance review, hearing or any other activity related to the administration of any federal, state or local law requiring equal employment

opportunity; (ii) opposed any act or practice made unlawful by any federal, state or local law requiring equal opportunity; and/or (iii) exercised any other right protected by federal, state or local law requiring equal opportunity.

The above-mentioned policies shall be periodically brought to the attention of managers and supervisors and shall be appropriately administered. It is the responsibility of each manager and supervisor at NSCH to ensure affirmative implementation of these policies to avoid any discrimination in employment. All employees are expected to recognize these policies and cooperate with their implementation. Violation of these policies will lead to disciplinary action, up to and including termination.

We fully support our Equal Employment Opportunity program and ask for the continued assistance and support of all members of the NSCH workforce to attain our objective of equal employment opportunity for all.

IV. Policy Compliance Monitoring and Enforcement

The Human Resources Department, in collaboration with NSCH managers, will direct the establishment and monitor the implementation of personnel procedures to guide our equal employment opportunity program throughout NSCH. If current or prospective employees of NSCH have any questions about this policy statement, please contact the Human Resources Department at hr@nschi.org.

V. Related Policies, Procedures, Forms

- [NSCH Employee Handbook](#)

VI. Approval and Review Cycle

Human Resources and the Leadership Team will review this policy every two (2) years and make revisions as appropriate. Any substantive changes made to this policy must be reviewed and approved by the Board of Directors.

VII. Version History

Version #	Effective Date:	Author(s)/Editor(s):	Reviewed/ Approved By:	Next Scheduled Review Date
Official V1		Maria Fernanda Canton, VP HR	Compliance Committee Leadership Team BOD	

