

**DIGNITY HEALTH  
ADMINISTRATIVE POLICY AND PROCEDURE**

**FROM:** Dignity Health Human Resources

**SUBJECT:** Equal Employment Opportunity

**EFFECTIVE DATE:** May 26, 2015

**REVISED:** January 17, 2012; November 18, 2010; (120.1.017) January 19, 2006

**REVIEWED WITH NO CHANGES:** June 1, 2009

**ORIGINAL EFFECTIVE DATE:** (120.1.017) January 19, 2006

**REPLACES:** (120.1.017) Employment of U.S. Citizens and Authorized Aliens:  
January 19, 2006; Reviewed June 1, 2009

**APPLIES TO:** System Offices:     X      
Acute Care Entities:     X      
Non-acute Care Entities:     X    

**I. POLICY:**

Dignity Health is an Equal Opportunity Employer. It always has been and continues to be Dignity Health's policy that employees should be able to enjoy a work environment free from all forms of unlawful employment discrimination. All decisions regarding recruiting, hiring, promotion, assignment, training, termination, and other terms and conditions of employment will be made without unlawful discrimination on the basis of race, color, national origin, ancestry, sex, sexual orientation, gender identity or expression, religion, age, pregnancy, disability, work-related injury, covered veteran status, political ideology, genetic information, marital status, or any other factor that the law protects from employment discrimination. Individuals will be selected for promotion based on skill and ability. Where skill and ability are equal, then length of continuous employment will be the determining factor.

Additionally, Dignity Health prohibits unlawful harassment of its employees, applicants, or independent contractors in any form. Complaints of unlawful employment discrimination or harassment should be reported to Human Resources. Human Resources will conduct an investigation of the allegations as appropriate and make a determination of the merits of the complaint. In

cases where investigation confirms the allegations, appropriate corrective action will be taken, regardless of whether the inappropriate conduct rises to the level of any violation of law. No employee will suffer retaliation for reporting, in good faith, any violation of Dignity Health's policy or unlawful discrimination, harassment, or retaliation.

**II. PRINCIPALLY AFFECTED DEPARTMENTS:**

All Dignity Health employees are principally affected by the policy