



## **Affirmative Action and Equal Employment Opportunity Policy**

Ascension Health (Ascension Health) will not discriminate against any employee or applicant for employment because of race, color, religion, sex, national origin, disability or veterans' status. Ascension Health will take affirmative action to ensure that applicants are employed, and the employees are treated during employment, without regard to their race, color, religion, sex, national origin, disability or veterans' status. Such action shall include, but not be limited to the following: employment, promotion, demotion, or transfer; recruitment or recruitment advertising; layoff or termination; rates of pay or other forms of compensation; and selection for training. Ascension Health agrees to post in conspicuous places, available to employees and applicants for employment, this Affirmative Action and EEO Policy.

Ascension Health will, in all solicitations or advancements for employees placed by or on behalf of Ascension Health, state that all qualified applicants will receive consideration for employment without regard to race, color, religion, sex, national origin, disability or veterans' status.

Ascension Health shall base employment decisions on the principles of equal employment opportunity and with the intent to further Ascension Health's commitment to affirmative action and equal employment. At no time will any covered employee, or covered applicant for employment, who exercises his/her rights pursuant to Ascension Health's Affirmative Action program be subject to discipline, or have his/her opportunities for employment adversely affected.

Ascension Health invites any employee or any applicant for employment to review Ascension Health's written Affirmative Action program. The AAP is available for inspection upon request Monday through Friday by appointment in the System Office HR department. Any questions should be directed to Steven J. Younes, Ascension Health's EEO Administrator.

Applicants are encouraged to identify their race and gender. This self-identification is strictly voluntary and confidential, and will not result in retaliation of any sort.

Employees are invited to self-identify as an individual with a disability or a covered veteran. This self-identification is strictly voluntary and confidential, and will not result in retaliation of any sort.

A handwritten signature in black ink, appearing to read 'Robert J. Henkel', written in a cursive style.

Robert J. Henkel, President and CEO



## **EEO Policy Statement Reaffirming Commitment to EEO**

In setting forth this plan Ascension Health reaffirms its belief in and commitment to affirmative action and equal employment opportunity for all employees and applicants for employment in all terms and conditions of employment.

Steven J. Younes has been appointed by Robert J. Henkel, President and CEO, as Ascension Health's EEO Administrator. Steven J. Younes oversees the plan development, modification, implementation, and reporting requirements. Steven J. Younes is responsible for conducting annual management updates. The EEO Administrator also identifies and analyzes Ascension Health's selection process in order to further the principles of equal employment opportunity.

As part of Ascension Health's commitment to equal employment opportunity, it will seek to ensure that all personnel activities, including but not limited to, recruitment, selection, training, compensation, benefits, promotion, transfer, layoff and termination processes remain free of any discrimination based upon race, color, religion, sex, national origin, disability or veterans' status.

In accordance with Section 503 of the Rehabilitation Act of 1973, Vietnam Era Veterans Readjustment Assistance Act of 1974 and the Veterans Employment Opportunity Act of 1998, Ascension Health is committed to providing equal employment opportunities to qualified individuals with a disability, disabled veterans, special disabled veterans, recently separated veterans, other protected veterans, and Armed Forces service medal veterans.

Ascension Health invites any employee or any applicant for employment to review Ascension Health's Affirmative Action Plan for Individuals with a Disability and Covered Veterans. The AAP is available for inspection upon request Monday through Friday by appointment in the System Office HR department. Any questions should be directed to Steven J. Younes, Ascension Health's EEO Administrator.

Ascension Health's employees 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, Other Protected Veterans Readjustment Assistance Act of 1974, as amended, or any other Federal, State or local law requiring equal opportunity for persons with disabilities or Disabled Veterans or Covered Veterans or; (3) opposing any act or practice made lawful by Section 503 of the Rehabilitation Act of 1973, as amended, the Vietnam Era Veterans Readjustment Assistance Act of 1974, as amended, or any other Federal, State or local law requiring equal opportunity for disabled persons or Disabled Veterans or Covered Veterans; or (4) exercising any other right protected by Section 503 of the Rehabilitation Act of 1973, as amended, or any other right protected by the Vietnam Era Veterans Readjustment Assistance Act of 1974, as amended.

A handwritten signature in black ink that reads 'Robert J. Henkel'.

Robert J. Henkel, President and CEO