

**POLICY TITLE: EQUAL EMPLOYMENT OPPORTUNITY****Former Policy Title:****POLICY PURPOSE:**

Lancaster General Health (LG Health) recognizes its responsibilities for and commitment to affirmative action and equal opportunity as required by law and the policies of Lancaster General Health.

**POLICY STATEMENT:**

LG Health is an Equal Opportunity employer and does not permit discrimination based on ethnicity, color, sex, sexual orientation, gender identity, religion, creed, national or ethnic origin, ancestry, age, disability, marital status, familial status, genetic information, domestic or sexual violence victim status, citizenship status, military status, status as a protected veteran or any other protected characteristic under applicable law.

It is the policy and practice of LG Health to affirmatively recruit, hire, train and promote and transfer the best-qualified employees and applicants. This process will be executed without reference to race, ethnicity, color, sex, sexual orientation, gender identity, religion, national origin, ancestry, age, disability, marital status, familial status, genetic information, domestic or sexual violence victim status, citizenship status, military status or status, status as a protected veteran or any other characteristics protected by applicable federal, state or local law. It is the policy of LG Health to accomplish all personnel activities including recruitment, promotion or transfer, training, layoffs, terminations, rates of pay and other compensation on the same non-discriminatory basis.

**APPLICABILITY/SCOPE/EXCLUSION:**

This policy applies to all personnel (including employees, medical staff, auxiliary healthcare providers, students, volunteers, temporary staff and other contracted personnel, other personnel who provide contracted clinical services to patients).

**DEFINITIONS: N/A****PROCEDURES:**

LG Health is committed to equal employment opportunity and affirmative action.

LG Health maintains policies against unlawful discrimination, harassment and retaliation with specific reporting mechanisms available to individuals who believe that they have been discriminated against, harassed or retaliated against due to their protected class status or because they have engaged in an activity protected by law. Pursuant to the Harassment: Non-Discrimination policy, employees are encouraged to raise good faith concerns of discrimination, harassment or retaliation by reporting such concerns to their

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immediate supervisor or their entity Human Resources representative, and they may do so without fear of adverse action or retaliation for doing so.

LG Health maintains written affirmative action plans identifying opportunities to improve the representation of women and minorities as well as protected veterans and individuals with disabilities throughout the organization. LG Health will make these affirmative action plans available for review upon request to the entity Chief Human Resources Officer.

Questions regarding this policy may be referred to Human Resources.

The Equal Employment Opportunity Policy Statement may be obtained from the Human Resources Department or by downloading it from Policy Center, located on StarNet.

## **ROLES/RESPONSIBILITIES:**

Implementation of and compliance with this policy are the responsibility of LG Health Senior Leadership and Administration, Department Directors, Managers and Supervisors.

## **APPENDICES:**

Equal Employment Opportunity - Attachment – Equal Employment Opportunity Statement

## **FORMS: N/A**

## **REFERENCES: N/A**