

	NONDISCRIMINATION POLICY	Page 1 of 2	Next Review Date:
	Organizational	<u>Creation: 08/14/2012</u> 10/25/2012	10/25/2015
	Owner(s): LaMarche, Marie (Executive Director, Human Resources & Organizational Development)		
	Policy Category: Human Resources/Equal Opportunity		
Required Signature(s): Palis, Adar (Executive VP and Chief Operating Officer), Policy Coordinator			

PURPOSE

The purpose of this policy is to define nondiscrimination practices at Harrison Medical Center.

PROCEDURE

- I. As a provider of medical care, Harrison Medical Center does not exclude, deny benefits to, or otherwise discriminate against any person on the basis of race, color, national origin, disability, age, sex, religion, health care provider conscience protections, or other protected status in admission to, participation in, or receipt of the services and benefits under any of its programs and activities, whether carried out by Harrison Medical Center directly or through a contractor or any other entity with which Harrison Medical Center arranges to carry out its programs and activities.

This statement is in accordance with the provisions of Title VI of the Civil Rights Act of 1964, Section 504 of the Rehabilitation Act of 1973, the Age Discrimination Act of 1975, and Regulations of the U.S. Department of Health and Human Services issued pursuant to these statutes at Title 45 CFR Parts 80, 84 and 91.

- II. Harrison Medical Center is an equal opportunity employer. It is the policy of Harrison Medical Center to prohibit discrimination and harassment of any type and to afford equal employment opportunities to employees and applicants, without regard to race, color, religion, sex, national origin, age, disability, citizenship, sexual orientation, gender identity, genetic information, marital status, veteran status, or other protected status. Harrison Medical Center will comply with all EEO requirements that apply under federal, state and local law. The policy of equal employment opportunity and anti-discrimination applies to all aspects of the relationship between Harrison Medical Center and its employees, including but not limited to:

- Recruitment
- Employment
- Promotion
- Transfer
- Training
- Working conditions
- Wages and salary administration
- Employee benefits and application of policies

The policies and principles of equal employment opportunity also apply to the selection and treatment of independent contractors, personnel working on our premises who are employed by temporary agencies and any other persons or firms doing business for or with Harrison Medical Center.

- III. Violations of this policy, regardless of whether or not an actual law has been violated, will not be tolerated. Harrison Medical Center will promptly and

thoroughly investigate every potential violation that is brought to its attention and will take appropriate disciplinary action, up to and including termination of employment or moved in to the Medical Staff disciplinary process as defined in the Medical Staff Bylaws.

In case of questions, please contact:

Provider: Harrison Medical Center

Contact Person/Section 504 Coordinator: Executive Director, Human Resources

Telephone Number: 360-744-6940

TDD or State Relay number: **360-744-6211**

References

Title VI, Civil Rights Act of 1964
Section 504, Rehabilitation Act of 1973
Age Discrimination Act of 1975
Title 45 CFR Parts, 80, 84, & 91
RCW 49.60