



Collaborating to
Ensure a Healthy Ohio

EQUAL EMPLOYMENT OPPORTUNITY POLICY

OWNED BY:

Human Resources.

POLICY / PROCEDURE:

It is the policy of the Ohio Hospital Association (OHA) to:

1. Recruit, hire, train and promote, into all job classifications, the most qualified persons without regard to race, color, national origin, ancestry, sex, sexual orientation, gender identity or expression, religion, age, familial status, military status, status as a protected veteran or individual with disability, genetic information, or any other protected group status as directed by applicable law.
2. Make employment and promotional decisions by utilizing standards based on the individual's qualifications and valid job requirements, as they relate to a particular job vacancy, in accordance with equal employment opportunity requirements.
3. Administer all personnel actions relating to the terms, conditions, and privileges of employment in a nondiscriminatory manner.

Such action shall include, but not be limited to the following: employment, upgrading, demotion, transfer, recruitment or recruitment advertising; layoff or termination; rates of pay or other forms of compensation; and selection for training, including apprenticeship.

Bryn Hunt, Associate General Counsel, is the designated EEO Coordinator at OHA. OHA's EEO Coordinator's responsibility is to implement and to monitor adherence to this policy. Employees should feel free to contact Bryn should they experience any problems.

Any employees or applicants with questions or concerns about any type of discrimination in the workplace are responsible to bring these issues to the attention of their immediate supervisor or the EEO Coordinator. Employees and applicants can raise concerns and make reports without fear of retaliation because they: (1) file a complaint with OHA or with federal, state, or local agencies; (2) assist or participate in any investigation, compliance review, hearing, or any other activity related to the administration of any federal, state, or local equal employment opportunity or affirmative action statute; (3) oppose any act or practice made unlawful by federal, state, or local law requiring equal employment opportunity or affirmative action; or (4) exercise any other employment right protected by federal, state, or local law or its implementing regulations.

I personally make my commitment to all of the objectives of equal employment opportunity and expect the cooperation and participation of all employees of OHA in achieving these objectives.

1-4-17
Date

Mike Abrams

Equal Employment Opportunity Policy

1/4/2017

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Distributed: all personnel

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