Ohio Hospital Association

EEO and Affirmative Action Policy Statement

To: All Employees
FROM: Ohio Hospital Association
DATE: January 5, 2022

It is the policy of the Ohio Hospital Association, and its subsidiaries, (collectively “OHA”) to ensure equal employment opportunity in accordance with the Ohio Revised Code 125.111 and all applicable federal regulations and guidelines. Employment discrimination against employees and applicants due 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 is illegal.

OHA managers and employees will comply with state and federal equal employment laws, rules, regulations and guidelines. This policy statement will be disseminated to all employees, various recruitment sources and will be displayed on all construction job sites and business locations. Any employees that deliberately violate this policy will be subject to disciplinary action.

Persons who believe OHA has discriminated against them may file a discrimination complaint with Amy Bangert. The EEO Representative has full authority to manage issues involving employment discrimination.

Point of contact to file allegations of discrimination:
Company’s EEO Representative: Amy Bangert, Human Resources Manager
Location: 155 E. Broad Street, Suite 301
Phone Number: (614)221-7614
E-Mail Address: amy.bangert@ohiohospitals.org

[Signature]
Mike Abrams, President and CEO
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.

Amy Bangert, Human Resources Manager, 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 Amy 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.

[Signature]
Mike Abrams

Date