

NORTHCARE NETWORK

POLICY TITLE: Equal Employment Opportunity	CATEGORY: Personnel	
EFFECTIVE DATE: 1/1/15	BOARD APPROVAL DATE: 12/10/14	
REVIEW DATE: 4/8/25	REVISION(S) TO POLICY STATEMENT: <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	OTHER REVISION(S): <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
RESPONSIBLE PARTY: HR Manager	CEO APPROVAL DATE: 5/7/25 Megan Rooney, CEO	

APPLIES TO

NorthCare Network Personnel

POLICY

NorthCare Network is an Equal Opportunity Employer. Equal Employment Opportunity has been and will continue to be a fundamental principle of NorthCare Network, where employment is based upon personal capabilities and qualifications without discrimination against a job applicant or an employee because of the person's race, color, religion, sex (including pregnancy, gender identity or expression, and sexual orientation), national origin, age (40 or older), disability or genetic information (including family medical history), marital status, veteran status, or any other legally protected characteristic.

PURPOSE

The purpose of this policy is to ensure compliance with all governmental regulations regarding Equal Employment Opportunity within NorthCare Network.

DEFINITIONS

Equal Employment Opportunity: is employment practice where employers do not engage in employment activities that are prohibited by law (U.S. Equal Employment Opportunity Commission). It is illegal for employers to discriminate against a job applicant or an employee because of the person's race, color, religion, sex (including pregnancy, gender identity or expression, and sexual orientation), national origin, age (40 or older), disability or genetic information. It is also illegal to discriminate against a person because the person complained about discrimination, filed a charge of discrimination, or participated in an employment discrimination investigation or lawsuit.

REFERENCES

- United States Equal Employment Opportunity Commission - Glossary

HISTORY

NEW POLICY – 1/1/15

REVISION DATE: 6/25/18, 2/21/20, 1/28/22, 8/17/23

REVIEW DATE: 12/3/14, 10/16/15, 8/22/16, 6/19/17, 6/25/18, 4/25/19, 2/21/20, 12/28/20, 1/28/22, 10/28/22, 8/17/23, 6/10/24, 4/8/25

CEO APPROVAL DATE: 12/3/14, 11/9/15, 9/6/16, 7/13/17, 7/3/18, 5/6/19, 2/26/20, 1/5/21, 2/1/22, 12/6/22, 9/5/23, 7/2/24, 5/7/25

BOARD APPROVAL DATE: 12/10/14

PROCEDURES

NorthCare Network will adhere to requirements of the EEOC and all related federal laws and statutes during the process of recruitment and hiring of potential employees.