

# MEMORIAL HEALTHCARE SYSTEM

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## STANDARD PRACTICE

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**Date:** September 20, 1989

**Date Reviewed:** January 1996, March 2002; April 2005, March 2008; August 2013; August 2018

**Date Revised:** March 2002, August 2018

**Title:** PROHIBITION AGAINST DISCRIMINATION

**Policy:** Memorial Healthcare System shall not have any policy which discriminates against any individual, either in the terms of employment, or the provision of medical care, on the basis of race, religion, color, creed, gender, national origin, age, veteran status, pregnancy, sexual orientation, –disability, genetic information or any other category protected by applicable federal, state or local law, ordinance or rule.

**Procedure:** All Standard Practices, policies, and procedures shall be deemed to have the above policy incorporated, regardless of whether or not a specific statement prohibiting discrimination is made in the Standard Practice, policy, or procedure. The policy stated above is considered basic to Memorial Healthcare System's operations, philosophies and goals, as well as its legal obligations.



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Aurelio M. Fernandez, III  
President and Chief Executive Officer

## HUMAN RESOURCES POLICY



Policy Title	Equal Employment Opportunity
Policy Number	E-6
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EQUAL EMPLOYMENT OPPORTUNITY	
<b>PURPOSE</b>	Memorial Healthcare System is an Equal Opportunity Employer and provides equal opportunity to applicants and employees without regard to any categories protected by applicable federal, state or local law, ordinance or rule.
<b>SCOPE</b>	All Memorial Healthcare System Employees
<b>POLICY GUIDELINES</b>	<p>It is the policy of Memorial Healthcare System not to discriminate and to provide equal employment opportunity to qualified persons regardless of age, race, color, sex, national or ethnic origin, religion, pregnancy, marital or parental status, sexual orientation, gender identity or gender expression, disability, military service, protected veteran status, genetic information, political affiliation, or any other categories protected by applicable federal, state or local law, ordinance or rule.</p> <p>This policy applies to all employment actions including but not limited to recruitment, hiring, promotion, transfer, discipline, compensation, and training.</p> <p>Further, Memorial will not fire, demote, harass, or otherwise take any adverse employment action (“retaliate”) against individuals (applicants or employees) because they filed a charge or complaint of discrimination, because they complained in good faith about employment-related discrimination, or because they participated in an employment discrimination proceeding such as an agency investigation or lawsuit. Memorial will act in good faith to fully comply with this policy.</p>
<b>ORIGINAL ISSUE DATE</b>	September 2005
<b>REVIEW/REVISION DATES</b>	Reviewed: June 2008, August 2010, September 2013, September 2015 Revised: March 2016, August 2020, February 2021
<b>POLICY OWNER</b>	<p>Human Resources</p> <p>If any of the statements contained in this policy conflict with any verbal statements or agreements made by any representatives of MHS, then the statements contained in this policy shall control the outcome of any such conflict.</p> <p>Memorial reserves the right to modify this policy in whole or in part, at any time, at the discretion of the Health System or as required by applicable law, regulation, or governing/accrediting body.</p> <p>Employees who have questions regarding information contained in this policy should contact the Human Resources Department.</p>
<b>ONLINE LOCATION</b>	All policies are subject to amendment. The most recent version of this policy can be accessed online: <a href="http://docs/Documents/Policies_and_Procedures/Systemwide/HumanResources">http://docs/Documents/Policies_and_Procedures/Systemwide/HumanResources</a>