



NONDISCRIMINATION

The Clay County Memorial Hospital (CCMH) and its affiliates are committed to a policy of nondiscrimination and equal opportunity for all qualified applicants and employees, without regard to race, color, sex, religion, age, national origin, ancestry, disability, veteran status or any other illegal criteria. Our policy of nondiscrimination extends to the care of patients.

Discrimination may also violate state and/or federal antidiscrimination laws and trigger substantial civil penalties. If an employee feels he or she or any patient has been discriminated against or harassed on the basis of his or her race, color, sex, or other protected category, he or she should contact the CCMH Administrator or the Director of Human Resources so that an investigation may be initiated in accordance with CCMH policies and procedures. A patient who feels he or she has been the subject of unlawful discrimination or harassment is encouraged to contact the Patient Representative, who will refer the matter to the appropriate CCMH personnel for investigation.

The CCMH is also strongly committed to complying with other federal and state laws governing employment. These laws include: the Americans with Disabilities Act, the Employee Retiree Income Security Act, the Labor Management Relations Act, the Age Discrimination in Employment Act, the Fair Labor Standards Act, and the Immigration Reform and Control Act. The CCMH's personnel policies, including its Equal Employment Opportunity policy, Rules of Courtesy, and Harassment Prohibition, also address discrimination and all employees are charged with familiarizing themselves with and adhering to these policies. The human resources department can provide employees with information on the applicable laws and policies and can direct questions to the proper person.

Approved / Adopted 01/15/1998

Clay County Memorial Hospital