



Origination Date 4/1/1993
Last Approved 7/6/2023
Version Effective Date 7/6/2023
Last Revised 7/6/2023
Next Review 7/5/2026

Owner Elisa Velez:
Dir Leave &
HR
Compliance
Document Area HR - Equal
Employment
Opportunity
Applicability Piedmont
Healthcare
System
Document Groups Human
Resources

Equal Opportunity Employer Policy

SCOPE:

This policy applies to all Piedmont Healthcare, Inc. workforce members.

POLICY:

Piedmont Healthcare is an equal opportunity employer and makes employment decisions about applicants and employees based on qualifications and performance, without regard to age, gender, race, color, religion, national origin, disability, genetic testing, sexual orientation, gender identity or gender expression, military service or any other status protected by applicable federal, state, and/or local laws, ordinances and regulations (the "Protected Categories").

Diversity of our employees is a primary driver of our business success. Drawing from the different backgrounds and experiences of our workforce is a foundation of Piedmont to be embraced by all employees. We are committed to diversity and inclusion as a basic principle of our business. In particular, it is our policy:

1. To recruit, hire, promote, reassign, and train qualified persons on the basis of merit and qualifications without regard to any Protected Categories;
2. to administer all employment actions and practices such as recruitment, selection, hiring, compensation, benefits, leaves of absence, transfers, assignments, promotions, terminations, layoffs, training, and social and recreational programs without regard to any Protected

Categories;

3. to provide reasonable accommodation to, and otherwise treat equally, qualified individuals with disabilities. See "Medical Accommodation Policy";
4. to reasonably accommodate the sincerely held religious beliefs, observances, and practices of applicants and employees, when requested, unless accommodation would impose an undue hardship on business operations, see "Accommodation in Employment: Religious Belief Policy"; and
5. to investigate and take appropriate action if there are violations of this policy, see "Reporting A Complaint Concerning Discrimination, Harassment, or Retaliation Policy".

All Revision Dates

7/6/2023, 10/1/2012, 12/1/2011, 11/1/2005, 3/1/2003, 1/1/2000

Approval Signatures

Step Description

Approver

Date

Lisa Lohr-Spurlin: Exec Dir -
Employee Relations

7/6/2023

Elisa Velez: Dir Leave & HR
Compliance

7/6/2023

Applicability

Piedmont Athens Regional, Piedmont Atlanta Hospital, Piedmont Augusta Hospital, Piedmont Augusta McDuffie Hospital, Piedmont Cartersville Hospital, Piedmont Columbus Medical Group, Piedmont Columbus Regional, Piedmont Columbus Regional Midtown, Piedmont Columbus Regional Northside, Piedmont Eastside Medical, Piedmont Fayette Hospital, Piedmont Healthcare Inc., Piedmont Heart Institute, Piedmont Henry Hospital, Piedmont IT Technical Services, Piedmont Macon Medical, Piedmont Macon North, Piedmont Mountainside Hospital, Piedmont Newnan Hospital, Piedmont Newton Hospital, Piedmont Physician Enterprise, Piedmont Physicians, Piedmont Rockdale Hospital, Piedmont Walton Hospital

Standards

No standards are associated with this document