**Discrimination**

The Hospital 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 non-discrimination extends to the care of patients. Discrimination also violate state and/or federal anti-discrimination 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 age, race, color, sex, disability or other protected category, he or she should contact the Hospital Administrator or the Director of Human Resources so that an investigation may be initiated in accordance with Hospital 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 Hospital personnel for investigation.

The Hospital 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 Hospital’s Employee Handbook also addresses discrimination and all employees are charged with familiarizing themselves with and adhering to these policies. The human resource department can provide employees with information on the applicable laws and policies and can direct questions to the proper person.