



Equal Employment Opportunity and Affirmative Action Policy Statement

Purpose

Equality Health is committed to attracting and retaining a diverse workforce with equal opportunity for all employees and applicants for employment in regard to all employment practices. Our company, therefore, has made a commitment to equal employment opportunity through a positive and continuing affirmative action program. Because we strive to reflect the diverse society we serve, we are committed to creating a culture that promotes mutual respect, acceptance, cooperation and productivity. No employee or applicant for employment will be discriminated against because of age, race, color, ethnic origin, disability, military and/or veteran status, religious beliefs, marital status, sexual orientation, gender identity or expression, pregnancy, or any other status protected by applicable federal, state or local law. Equality Health values all individuals and the unique skills, experiences and perspectives they contribute to our workplace and our customers.

Responsible Parties

This policy applies to all employees of all Equality Health and its subsidiaries and at all locations, including all work-related events regardless of physical location

Policy

1. Equality Health will recruit, hire, train and promote qualified individuals in all job titles, and ensure that all other personnel actions are administered without regard to age, race, color, ethnic origin, military and/or veteran status, religious beliefs, marital status, sexual orientation, gender identity or expression, pregnancy, or disability in accordance with Executive Order 112465, Section 503 of the Rehabilitation Act of 1973, as amended, and the Vietnam Era Veterans Readjustment Assistance Act of 1974, which require affirmative action to ensure equal opportunity in all aspects of employment. Equality Health prohibits discrimination against employees and applicants due to any characteristic as listed above, and additionally prohibits discrimination on the basis of national origin or citizenship status as provided under the Immigration Reform and Control Act of 1986. All employment-related decisions will be based solely upon employment-related criteria. This policy applies to all terms, conditions and privileges of employment and retention including, but not limited to, recruiting, hiring,



EQUALITY HEALTH

training, placement, employee development, performance evaluation, promotion, transfer, compensation, benefits, discipline and termination.

2. Reasonable Accommodation

- a. Equality Health will make reasonable accommodations wherever necessary for all employees with a physical or mental disability (as defined by the Americans with Disabilities Act and all other applicable federal, state and local law) provided the individual is otherwise qualified to safely perform the essential duties and responsibilities of the job and such accommodations do not impose undue hardship on the Company. If an employee or applicant has a disability that requires an accommodation in order to perform the duties of their job, or in order to apply and/or interview for a position, they should consult with People and Culture. This process can be initiated by emailing askHR@equalityhealth.com.

3. Reporting a Complaint

- a. Any employee who believes that he or she has experienced or observed discrimination must report any complaints as soon as possible. Complaints of discriminatory behavior can be made to People and Culture or to any supervisor, manager, or officer of the Company with whom the employee is comfortable discussing the issue. Generally speaking, all reports will be directed to People and Culture and will be promptly investigated. A determination regarding the alleged discrimination will be made and communicated appropriately as soon as is practical. If the Company determines that a violation of this policy has occurred, prompt corrective action will be taken. Corrective action will be commensurate with the severity and nature of the violation, up to and including termination of employment.

4. Retaliation

- a. Equality Health prohibits retaliation against any individual who makes a good faith report or complaint under this policy or provides information related to such report or complaint. Retaliation is a serious violation of this policy and is counter to the culture of the organization, and should be reported immediately to People and Culture or any supervisor, manager or officer of the Company. All reports of retaliation will be promptly investigated.
 - i. Constructive feedback and legitimate supervisory actions regarding performance or other workplace issues are not considered retaliation.



EQUALITY HEALTH

- b. Employees and applicants shall not be subjected to harassment, intimidation, threats, coercion, or discrimination because they have engaged in or may engage in any of the following activities:
 - i. Filing a complaint;
 - ii. Assisting or participating in an investigation, compliance evaluation, hearing, or any other activity related to the administration of affirmative action and equal opportunity regulations;
 - iii. Opposing any act or practice made unlawful by affirmative action and equal employment regulations, including federal, state and local law.
 - iv. Exercising any other right protected by affirmative action and equal opportunity regulations.

Procedures and Escalation

1. Any issues with this policy should be addressed with the People and Culture team of EQH. The Senior HR Business Partner has been designated EEO Coordinator and is responsible for compliance with State and Federal equal employment opportunity laws, and for implementing the affirmative action program, including equal employment practices, monitoring, and internal reporting. Employees or applicants believing they have not been treated in accordance with this policy are encouraged to contact askHR@equalityhealth.com, during regular business hours.
2. All employees are expected to contribute to a productive work environment, free of discriminatory behavior. Any individual who believes that discrimination has taken place should report such behavior immediately to a supervisor, manager or People and Culture. Employees are also expected to cooperate with any investigation conducted pursuant to this policy.
3. Contract or temporary employees should report any violations or complaints to their respective agency or staffing firm.
4. The affirmative action plan is available for review by appointment only, please email askHR@equalityhealth.com to request this.
5. Employees and applicants wishing to self-identify as a protected veteran or individual with disability, including voluntarily updating their disability status, may do so by contacting askHR@equalityhealth.com.



EQUALITY HEALTH

Department: P&C	Effective Dates: 5/6/20
Policy Owner: P&C	
Review / Revision Date(s): 12/20/22, 9/23/24	
Approval Authority: Compliance Committee	Approval Date: 7/12/23

Date	Purpose/Summary or Major Changes	Revisions Made By:
5/6/20	New policy	
12/20/22	No content changes (only formatting)	Asha Devineni
8/26/24	Additions to content to be in compliance with EEOC/AAP requirements	Sameera Haque
9/23/24	Approved by Legal & Compliance	Sameera Haque