




EQUAL EMPLOYMENT OPPORTUNITY (EEO) POLICY STATEMENT

NYC Health + Hospitals is committed to providing equal employment opportunities (EEO) to all employees and applicants for employment and encouraging each one to realize their full potential. It is the policy of the System to recruit, select, train and promote, into all job levels, the most qualified individuals without regard to actual or perceived race; color; national origin; alienage or citizenship status; religion/creed; gender (including sexual harassment and/or "gender identity" – which refers to a person's actual or perceived sex and includes self-image, appearance, behavior or expression, whether or not different from that traditionally associated with the legal sex assigned to the person at birth); disability; age, pregnancy; prior record of arrest or conviction; marital status; partnership status; familial status; caregiver status; genetic information or predisposing genetic characteristics; sexual orientation; unemployment status; salary history; credit history; status as a veteran or active military member; status as a victim or witness of domestic violence, sex offenses or stalking; and/or any other protected class covered by federal, state and/or local anti-discrimination laws.

To achieve and maintain an atmosphere of opportunity and equality, the System has in place an Equal Employment Opportunity ("EEO") Office staffed by EEO personnel. The Office of Equal Employment Opportunity (EEO) is responsible for the day-to-day implementation and monitoring of the Equal Employment Opportunity Program under the supervision of the Office of Legal Affairs. However, it is the responsibility of all employees of the System to ensure compliance with the System's EEO policies and obligations, to prevent discrimination in the work place, and to ensure that all employees and applicants for employment are given the opportunity to realize their full potential.

Employees or job applicants of the System who believe that they have been subjected to any action, decision, or harassment in violation of this Policy, or who witness others being subjected to conduct covered by this Policy, are urged to promptly report the incident(s) to the Office of EEO and/or may file a complaint with an external Civil Rights Enforcement Agency. Supervisors, managers, or human resources personnel who become aware of any claimed violations of this Policy must notify the Office of EEO.



Mitchell Katz
President and CEO

9/21/18


Date



Robert F. Nolan
Chairperson, EEO Committee

11/13/18

Date



Andrea G. Cohen
Senior Vice President and General Counsel

9/17/18

Date