

Equal Employment Opportunity/Affirmative Action Policy (EEO/AA) Policy Statement

Pursuant to an October 18th, 2010 Administrative Law judge decision to expand the reach of the OFCCP to include hospitals and other health care entities which provide medical services for beneficiaries of TRICARE, No. 2009-OFC-00002. As the ruling stands, MRMC will comply with contractual obligations including filing EEO-1 and Vets 100/100A reports, posting certain notices, establishing affirmative action programs and conducting adverse impact analyses for hires, promotions and terminations.

Pursuant to current Federal and State requirements, it is our facility's policy to provide equal employment opportunity to all employees and applicants for employment without regards to race, religion, color, sex, disability, age, sexual preference, marital status, physical appearance, national origin, cultural differences, developmental disability, ancestry, arrest or conviction record, membership in the National Guard, State Defense Force, qualified Vietnam era veterans, special disabled veterans, recently separated veterans, and veterans who served on active duty during a war or in a campaign or expedition for which a campaign badge has been authorized. All employees shall be treated equally with respect to, but not limited to, recruitment, hiring, compensation, promotions, layoff recalls, training, transfers, training, other benefits, and selection of apprenticeship insofar as it is within our control. While federally obligated MRMC will continue to implement this policy, and will take affirmative action to reach a balanced workforce.

This agency is in compliance with state regulations and federal laws relating to equal employment opportunities and is performing good faith efforts to comply with affirmative action obligations. While federally obligated MRMC will continue to work cooperatively with government and community organizations to take affirmative action to ensure equal employment and advancement opportunities.

No otherwise qualified person shall be excluded from employment, be denied the benefits of employment or otherwise be subject to discrimination in employment in any manner on the basis of age, race, religion, color, sex, national origin or ancestry, handicap, physical condition, developmental disability, arrest or conviction record, sexual orientation, marital status or current/prior military participation. All employees are expected to support our goals and programmatic activities relating to nondiscrimination in employment. No otherwise qualified applicant for services or service recipient shall be excluded from participation, be denied benefits, or otherwise be subject to discrimination in any manner on the basis of race, color, national origin, sex, religion, age, disability, or veterans' status. This policy covers eligibility for and access to service delivery and treatment in all of our programs contracted and services provided directly. Our company/agency will assure the equitable and accessible delivery of health and human services to the population which we serve by assuring that services are administered and provided in compliance with federal, state and local civil rights legislation, Executive Orders, rules and regulations to include Title VII of the Civil Rights Act of 1964, Section 504 of the Rehabilitation Act of 1973, as amended, Title IX of the Educational Amendments of 1972, the Age Discrimination Act of 1975, Title II of the Americans with Disabilities Act of 1990, as amended, and Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended. This company assures that no otherwise qualified person, based on protected status, shall be excluded from participation in, be denied the benefits of, or otherwise be subjected to discrimination under any program, service or activity which we provide. This includes, but is not limited to, program eligibility, treatment by staff, communication of program information, access to facilities and or program and activities, assignment of clients to staff within a program, outreach, intake and admissions, assignment to facilities or referrals to other services, assessment/diagnosis/ evaluation and treatment, disciplinary actions, and terminations from programs. Protected status includes age, race, color, disability, association with a person with a disability, gender, creed or religious conviction, national origin and ancestry, or veterans' status.

Staff Responsibility

Our **Personnel Director**, responsible for overall implementation of our affirmative action program, is **Carolyn Johnsrud**. Our designated Equal Employment Opportunity/Affirmative Action (EEO/AA) Officer, **Bryan Cartwright**, is responsible for internal monitoring, compiling data and providing reports on the status of our adherence to the provisions of this affirmative action plan and will serve as the liaison between the contractors and the contracting agencies.

Jay Pottenger, CEO

January 1, 2011

Missouri River Medical Center