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| Title: Equal Employment Opportunity | |
| Policy/Procedure #: 17-015 | Date Posted: 5/16/2022 |
| Initial Effective Date: 9/9/2014 | Date Last Revised: 3/26/2020 |
| Author: Jaime Audet, VP HR Operations & Rewards | |
| Executive Sponsor: SVP & Chief People Officer | Final Approver: President & CEO |
| Supersedes: 17-015 | Dated: 3/26/2020 |

APPLICABILITY

Northern Light Health adopts the following (and any Attachment(s)) for all its Member Organizations, specifically including, but not limited to, those listed below:

Northern Light Health adopts the following (and any Attachment(s)) for its Member Organizations selected below:

- | | |
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| <input type="checkbox"/> Beacon Health | <input type="checkbox"/> Northern Light Home Care & Hospice |
| <input type="checkbox"/> Northern Light Acadia Healthcare | <input type="checkbox"/> Northern Light Inland Hospital |
| <input type="checkbox"/> Northern Light Acadia Hospital | <input type="checkbox"/> Northern Light Laboratory |
| <input type="checkbox"/> Northern Light AR Gould Hospital | <input type="checkbox"/> Northern Light Maine Coast Hospital |
| <input type="checkbox"/> Northern Light Blue Hill Hospital | <input type="checkbox"/> Northern Light Mayo Hospital |
| <input type="checkbox"/> Northern Light CA Dean Hospital | <input type="checkbox"/> Northern Light Medical Transport |
| <input type="checkbox"/> Northern Light Continuing Care, Lakewood | <input type="checkbox"/> Northern Light Mercy Hospital |
| <input type="checkbox"/> Northern Light Eastern Maine Medical Center | <input type="checkbox"/> Northern Light Pharmacy |
| <input type="checkbox"/> Northern Light Health Foundation | <input type="checkbox"/> Northern Light Sebecook Valley Hospital |
| <input type="checkbox"/> Northern Light Health Home Office | <input type="checkbox"/> Work Health |
| | <input type="checkbox"/> Other (list): _____ |

SCOPE

This Policy applies to all employees.

RELATED POLICIES/PROCEDURES

None.

DEFINITIONS

None.

PURPOSE

To ensure respectful and fair treatment of all employees for Northern Light Health. Northern Light Health supports a positive environment in which all individuals may grow professionally, contribute, and participate free from discrimination. We are committed to legally compliant human resource policies and practices in all aspects of employment, including: recruiting, hiring, evaluation, training, discipline, work and service assignments, career development, compensation, promotion and termination. We do not tolerate unlawful discrimination of any kind.

POLICY

NON-DISCRIMINATION

To ensure respectful and fair treatment, all employees have the following responsibilities:

- Treat fellow employees equally, regardless of race, color, religion, age, disability status, gender, sexual orientation, genetic information, veteran status, national origin or any other legally protected status.
- Understand and abide by all policies, procedures and work rules relating to employment and workplace guidelines.

EQUAL OPPORTUNITY

It is the policy of Northern Light Health to not discriminate against any employee or applicant for employment because of race, color, religion, sex, national origin, ancestry, sexual orientation, age, genetic information, disability, or protected veteran status, or any other status protected by state or local law, and to provide equal employment opportunity for qualified individuals when required by law.

LEGAL COMPLIANCE

Northern Light Health strives to be in full compliance with all applicable Local, State, and Federal legal requirements, including but not limited to, provisions of Title VII of the Civil Rights Act of 1964, the Age Discrimination in Employment Act of 1976, Sections 503 and 504 of the Rehabilitation Act of 1973, the Americans with Disabilities Act, State and Federal Family and Medical Leave Acts, the Whistleblower Protection Act, Wage and Hour Laws, Equal Pay Acts, Maine Human Rights Act, Maine Employment Security Act, Genetic Information Nondiscrimination Act of 2008 (GINA).

RESPONSIBILITIES OF EMPLOYEES

Every employee is responsible for compliance with these policies. Questions as to either the content or interpretation of these policies should be directed to the Member Organization's HR staff.

NO RETALIATION

No retaliation is permitted or tolerated against any person because of a complaint made in good faith alleging a violation of equal employment laws or Northern Light Health's policies of

non-discrimination, or because of participating in an investigation or proceeding to enforce such laws or policies.

PROCEDURE

None.

REFERENCES

None.

ATTACHMENTS

None.

This document was approved by the committee(s) noted below on the date(s) as noted:

Leadership Council, 8/19/2014, 5/19/2015, 3/17/2020

Human Resources Senior Team, 7/23/2014, 3/20/2015, 2/24/2020