

St. Vincent HEALTH

WORKPLACE PROCEDURE#:	HR- 1	Equal Employment Opportunity (EEO)
EFFECTIVE:		June 1, 2010
SPONSOR:		Organizational Development
REVIEWERS:		Administration, Benefits, Human Resources
APPLIES TO:		All Health Ministries of St. Vincent Health

At St. Vincent Health, our leadership commitment to social justice makes demands upon us to practice our social responsibilities with all of our associates. These are responsibilities that require us to create, promote and sustain a life-giving environment of work that contribute to associate flourishing as they seek to achieve their full human potential at work.

We believe in justice that is regularized and routinized consistently, throughout our ministry, in ways that respond to the needs and dignity of all. We also believe that an important aspect of human dignity is the notion of equality, where all associates have an equal opportunity to get what they need to preserve their lives and develop their potential.

To that end it is, and will continue to be, the practice of St. Vincent Health to be an equal opportunity employer and stay in compliance with all applicable state and local employment laws and regulations as they may change from time to time. In keeping with this policy, St. Vincent Health will continue to recruit, hire, train and promote into all job levels the most qualified persons without regard to race, color, religion, gender, disability, protected veteran status, sexual orientation, age, national origin or any other lawfully protected class. Similarly, all other personnel matters such as compensation, benefits, transfers, layoffs, ministry-sponsored training, education, tuition assistance and social and recreational programs will continue to be administered according to St. Vincent Health policy and management practices.

Every chief executive officer, president, administrator, vice president, executive director, director, manager, team leader and supervisory-level associate within St. Vincent Health is assigned responsibility for practicing this philosophy. Any St. Vincent Health associate with concerns and/or questions related to equal employment opportunity is invited to come forward to discuss these concerns with their local facility supervisor, top executive and/or their local Human Resources executive.

The St. Vincent Health System Vice President, Chief Organizational Development Officer, in partnership with system and local ministry executive management, will have retained oversight of these matters throughout St. Vincent Health.