

Classification: Human Resources	YALE NEW HAVEN HEALTH POLICIES & PROCEDURES		
Title: Equal Employment Opportunity			
Date Approved: 06/02/2016		Approved by: System Operating Committee	
Date Effective: 06/14/2016		Date Reviewed/Revised: 04/13/2017	
Distribution: HR policy standardization update to YNHHS managers. Additional communication by respective HR team to managers. MCN Policy Manager.		Policy Type (I or II): Type I	
Supersedes: Affirmative Action Program (BH B:3); Equal Employment Opportunity Employer (GH A1); Affirmative Action/Equal Employment Opportunity (HSC II.A.3); Affirmative Action/Equal Employment Opportunity (NEMG A:4); Affirmative Action/Equal Employment Opportunity (YNHH B:1); Affirmative Action/Equal Employment Opportunity (YNHHS: YNHH/BH/GH II.A.2)			

PURPOSE

This policy reflects the Yale New Haven Health System's commitment to provide equal employment opportunities to all employees and applicants for employment without regard to race, color, religion, sex, sexual orientation, gender, gender identity or expression, national origin, age, ancestry, marital status, disability, genetic information, and/or veteran status, and to adhere to all applicable federal, state and local laws governing nondiscrimination in employment. This commitment also demonstrates the YNHHS core values.

APPLICABILITY

This policy shall apply to the Yale New Haven Health System (YNHHS), its parent and subsidiary corporations, including but not limited to its Delivery Network hospitals (Bridgeport Hospital, Greenwich Hospital, Yale New Haven Hospital, Lawrence + Memorial Hospital, and Westerly Hospital), Northeast Medical Group, Yale New Haven Care Continuum (d/b/a Grimes Center), Corporate Professional Business Services (CPBS), and VNA of Southeastern Connecticut, each of their respective parent and subsidiary corporations, and each affiliated entity owned by or under common ownership and control with any of the foregoing.

This policy is applicable except where it is expressly superseded by collective bargaining unit agreements.

POLICY

Equal Employment Opportunity

YNHHS provides equal employment opportunities to all employees and applicants for employment without regard to race, color, religion, sex, sexual orientation, gender, gender identity or expression, national origin, age, ancestry, marital status, disability, genetic information, and/or veteran status. In addition to federal law requirements, YNHHS complies with applicable state and local laws governing nondiscrimination in employment in every location in which the organization has facilities.

The policy applies to all terms and conditions of employment, including recruiting, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation, and training.

YNHHS expressly prohibits any form of workplace harassment based on race, color, religion, sex, sexual orientation, gender, gender identity or expression, national origin, age, ancestry, marital status, disability, genetic information, and/or veteran status. Any form of workplace harassment as defined in this policy may result in discipline up to and including termination.

PROCEDURE

- A. YNHHS and its affiliates shall recruit, hire, train, upgrade, and promote in all position titles, without regard to race, color, religion, sex, sexual orientation, gender, gender identity or expression, national origin, age, ancestry, marital status, disability, genetic information, and/or veteran status, or other characteristics protected by federal, state or local law. Exceptions will be allowed where age and/or sex are essential bona fide occupational requirements, or where an identifiable disability cannot be accommodated to allow satisfactory performance of essential job functions.
- B. All other personnel actions such as compensation, benefits, reductions in staff, recalls from reductions in staff, organization-sponsored training, educational tuition assistance, and social and recreational programs, shall be administered and made available to all employees without regard to race, color, religion, sex, sexual orientation, gender, gender identity or expression, national origin, age, ancestry, marital status, disability, genetic information, and/or veteran status. Exceptions will be allowed where age and sex are essential bona fide occupational requirements or where disability cannot be accommodated.
- C. Employment decisions will be made on the principles of equal employment opportunity and reflect the commitment of YNHHS and its affiliate organizations to such principles.

REFERENCES

N/A

RELATED POLICIES

N/A