



Norton Healthcare Equal Employment Opportunity

Norton Healthcare is an equal opportunity employer and treats patients, visitors, employees and applicants in an unbiased and nondiscriminatory manner. Norton Healthcare complies with the provisions of all applicable federal, state and local employment-related statutes and regulations.

It is the policy of Norton Healthcare to hire, train, compensate and promote employees based on their ability and job performance. Employment decisions, access to care and services provided by Norton Healthcare, and all terms and conditions of employment are made and administered without discrimination based on age, race, color, sex, gender, gender identity, national origin, ethnicity, religion, sexual orientation, veteran status, disability, genetic information or any other officially recognized legally protected status. This policy governs all aspects of the employment relationship, including, but not limited to recruitment, selection, job assignment, compensation, transfers and promotions, corrective action, discharge, benefits, training, and access to patient care and services.

The Legal Department and the Human Resources Department are responsible for monitoring and enforcing Norton Healthcare's commitment to equal opportunity. Any suspected violations of this policy must be reported immediately to either the Human Resources Department or the Legal Department.

Employees who raise concerns and make reports may do so without fear of reprisal or retaliation. Those concerns and/or suspected violations will be investigated by either the Human Resources Department or the Legal Department. Anyone found to be in violation of this policy will be subject to corrective action, up to and including discharge of employment.

Norton Healthcare has the right to supplement, modify or eliminate policies described above without prior notice or written revision. Therefore, Norton Healthcare reserves the right to exercise its discretion in unilaterally making changes.

The policies and procedures set forth in this policy library do not establish a standard to be followed in every case. It is impossible to anticipate all possible situations that may exist and to prepare policies for each. These policies should be considered guidelines, with the understanding that departures from them may be required at times. Accordingly, it is recognized that those individuals employed in providing health care are expected to use their own judgment in determining what is in the best interests of the patient based on the circumstances existing at the time. If this policy contains reference to clinical literature, the literature cited is intended only to support the reasoning for adoption of certain guidelines contained herein. It is not an endorsement of any article or text as authoritative. Norton Healthcare specifically recognizes there may be articles or texts containing other opinions on point that may be helpful and valid and which would support other care or actions, given a particular set of circumstances. No literature is ever intended to replace the education, training and experience, or exercise of judgment, of the health care providers.