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Owner: Josephine Solow: Sr HR Policy Analyst
Policy Area: Human Resources
Policy Tag Groups:
Applicability: UNCHCS - All owned entities (no managed)

Equal Employment Opportunity

APPLICABILITY:

This policy applies to the following entities (collectively referred to as "UNC Health" in this policy).

✓ UNC Health Care System / UNC Medical Center*	Johnston Health
✓ UNC Physicians Network	Lenoir Memorial Hospital
✓ UNC Physicians Network Group Practices	Margaret R. Pardee Memorial Hospital
✓ Rex Healthcare / Rex Hospital	Nash Healthcare System/Nash Hospitals
✓ Chatham Hospital	Wayne Memorial Hospital
✓ Caldwell Memorial Hospital	
✓ UNC Rockingham Health Care / UNC Rockingham Hospital	

*UNC Medical Center includes all UNC Hospitals' facilities and the clinical patient care programs of the School of Medicine of UNC-Chapel Hill (including UNC Faculty Physicians).

I. Description

This policy describes UNC Health's commitment to Equal Employment Opportunity.

Where any entity or departmental policies are in conflict with the system policy, then the system policy will prevail.

II. Rationale

UNC Health is committed to ensuring the administration and implementation of all human resources policies, practices and programs is fair and equitable without unlawful discrimination, harassment or retaliation.

III. Policy

A. EEO

UNC Health is an equal opportunity employer. As such, UNC Health offers equal employment opportunities to applicants and co-workers without regard to race, color, religion, sex, national origin, age, genetic information, disability, sexual orientation, gender identity, gender expression, political affiliation or veteran status. To extend these opportunities, the Health Care System shall:

- recruit, hire, train, and promote persons in all job classifications without regard to race, color, sex, religion, national origin, age, genetic information, disability, sexual orientation, gender identity, gender expression, political affiliation or veteran status;
- base selection, hiring, and promotion decisions upon valid requirements and criteria which are related and necessary to perform the work;
- administer all personnel actions including the compensation, the promotion and advancement opportunities during employment; the evaluation of work performance; the administration of corrective action and appeals/grievance procedures; benefits, tuition assistance, training, transfers, reduction-in-force, terminations, objectively, without regard to race, color, religion, sex, national origin, age, genetic information, disability, sexual orientation, gender identity, gender expression, political affiliation or veteran status.

B. Reasonable Accommodations

UNC Health will provide reasonable accommodations to qualified individuals with known disabilities unless such accommodations would pose an undue hardship. Reasonable accommodations will be made to allow individuals to participate in the application process, perform essential job functions, and enjoy equal benefits and privileges of employment. Individuals with disabilities are responsible for requesting reasonable accommodations and providing medical documentation appropriate to verify the existence of the disability and to identify and assess potential reasonable accommodations. Requests should be directed to the co-worker's supervisor.

UNC Health will provide reasonable religious and/or ethical accommodations, unless such accommodations would pose an undue hardship.

C. Reporting

Discrimination on the basis of race, color, religion, sex, national origin, age, genetic information, disability, sexual orientation, gender identity, gender expression, or political affiliation is a violation of UNC Health's policy and will not be tolerated.

All UNC Health co-workers who believe that they have been the subject of discrimination or who believe they have witnessed unlawful discrimination must immediately contact their supervisor, Human Resources, or the Compliance Hotline (800) 362-2921.

Supervisors who are notified of a complaint must immediately contact Human Resources. If such discrimination is determined to have occurred, appropriate corrective action against the perpetrator up to and including termination of employment will be taken.

D. Retaliation

Retaliation against any co-worker or applicant who reports or makes a charge of discrimination, or who participates in any manner in an investigation or proceeding, is prohibited and will not be tolerated.

E. Resolution

A co-worker may seek resolution by contacting their supervisor and/or Human Resources.

F. Harassment Prevention

Harassment on the basis of race, color, religion, sex, national origin, age, genetic information, disability, sexual orientation, gender identity, gender expression, or political affiliation is a violation of UNC Health's policy and will not be tolerated.

All UNC Health co-workers who believe they have been the subject of discrimination or who believe they have witnessed unlawful discrimination must immediately contact their supervisor, Human Resources, or the Compliance Hotline ((800) 362-2921. If such discrimination is determined to have occurred, appropriate corrective action against the perpetrator up to and including termination of employment will be taken.

G. Training

A variety of training tools and workshops are available for co-workers and supervisors including: Equal Employment Opportunity, Harassment in the Workplace, Supervisor and Manager Sexual Harassment Awareness, Employee Sexual Harassment Awareness, Managing Diversity, Dealing With Differences, Communicating Effectively Across Generations and Cultures, Developing Workplace Diversity Awareness, and Managing Diversity in the Workplace.

In carrying out these policies, UNC Health will comply with all applicable equal employment opportunity laws, as amended, including but not limited to VII of the Civil Rights Act of 1964 (as amended by the Equal Employment Opportunity Act of 1972), the Civil Rights Acts of 1966 & 1971, the Equal Pay Act of 1963, the Age Discrimination and Employment Act of 1967, the Americans With Disabilities Act (ADA) of 1990, as amended, , Title II of the Genetic Information Nondiscrimination Act of 2008, and N.C. Gen. Stat. 168A Persons With Disabilities Protection Act.

IV. Related Policies

A. [Appeal Process](#)

B. [Grievance Resolution](#) (UNC Medical Center)

C. [Harassment-Free Workplace](#)

D. [Religious and Ethical Accommodations in the Workplace](#)

Attachments

No Attachments

Approval Signatures

Step Description	Approver	Date
	Scott Doak: Chief Human Resources Officer [TC]	11/2020
SYSTEM Site Administrator	Emilie Hendee: HCS Attorney Sr	11/2020
	Josephine Solow: HCS Employee Relations Cons Sr	11/2020

Applicability

Caldwell Memorial Hospital, Chatham Hospital, UNC Health Care System, UNC Medical Center, UNC Physicians Network, UNC Rex Healthcare, UNC Rockingham Health Care

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