

EQUAL EMPLOYMENT OPPORTUNITY

The Organization has an established policy of equal employment opportunity and will act affirmatively to ensure full implementation of the Organization's policy. The Organization shall:

1. Ensure that individuals 18 years of age or older, who have the necessary qualifications, have equal opportunity with respect to hiring, compensation, promotion, training and all other conditions of employment without unlawful regard to race, religious creed (including religious dress and/or grooming practices), color, national origin (including language restrictions), citizenship, ancestry, physical or mental disability, legally protected medical condition (including cancer and genetic characteristics), marital status, veteran or military status, family care or medical leave status, age, sex (including pregnancy, childbirth, breastfeeding, reproductive health decision making, and related medical conditions), sexual orientation or preference, domestic partner status, gender, gender identity and/or gender expression (including but not limited to transgender status or transitioning to transgender status), military caregiver status, or other prohibited factors under federal, state, or local laws. "Race" is inclusive of traits historically associated with race, including, but not limited to, hair texture and protective hairstyles such as braids, locks, and twists. This policy applies whether the individual has or is perceived to have any of the characteristics or conditions protected by law or is associated with a person who has or is perceived to have any of the characteristics or conditions protected by law.
2. Assure that all personnel actions including transfers, treatment during employment, wage policies, training, lay-offs, and terminations are accomplished in the same non-discriminatory manner.
3. Establish a pleasant working environment free from discrimination, coercion, or harassment based on any protected basis.
4. In addition, in compliance with current legal requirements, to the extent applicable, regardless of the employee's assigned sex at birth, the Organization shall permit employees to: i) perform jobs or duties that correspond to the employee's gender identity or gender expression; ii) use rest rooms that correspond to the employee's gender identity or gender expression without providing any identity document or proof of any medical treatment or procedure; iii) dress and physically appear consistent with their gender identity or gender expression (unless the Organization establishes a business necessity); and iv) request to be identified with a preferred gender, name and/or pronoun, including gender-neutral pronouns.

This policy applies to all employment practices including recruitment, advertising, job application procedures, hiring, firing, advancement, compensation, training, benefits, transfers, social and recreational programs, and any other terms, conditions, and privileges of employment.

In the event an employee believes they were subject to or witnessed any form of unlawful discrimination, the Organization encourages such employees to make a report, preferably written, to Human Resources @ hr@SJCH.com or if they prefer to speak with someone directly, they should contact the Employee Relations (ER) Manager or a Human Resources Business

Partner (HRBP). Reports should be specific and include the names of individuals involved and/or any witnesses.

The Organization will immediately undertake an effective, thorough, and objective investigation and attempt to resolve the employees' concerns. If the Organization determines that unlawful discrimination has occurred, effective remedial action will be taken to deter any future discrimination, up to and including termination of employment. For additional information about reporting discrimination, the investigation process and other pertinent information, please see the Policy Against Harassment, Discrimination and Retaliation elsewhere in this Employee Handbook.

The Organization will not retaliate against employees for bringing a complaint in good faith under the Equal Employment Opportunity Policy or the Policy Against Harassment and Retaliation, or for honestly assisting in investigating such a complaint, even if the investigation produces insufficient evidence that there has been a violation, or if the charges cannot be proven. Anyone found to be engaging in any type of unlawful discrimination or retaliation following a complaint of discrimination will be subject to disciplinary action, up to and including termination of employment. However, the Organization may take disciplinary action against an employee for any complaints or allegations that are fraudulent, malicious, frivolous, or otherwise brought in bad faith. All employees are required to cooperate with all investigations the Organization undertakes pursuant to this chapter.

Any employees with questions or concerns about equal employment opportunities in the workplace are encouraged to bring these issues to the attention of Human Resources at hr@SJCH.org or by contacting the Employee Relations (ER) Manager or a Human Resources Business Partner (HRBP).

The Organization expects all employees to demonstrate respect and sensitivity towards other employees and to demonstrate, in their actions and conduct, commitment to the Organization's equal opportunity objectives. If an employee observes a violation of this policy, the Organization expects them to report such violations to the Human Resources Department. The Organization will immediately investigate any complaint and take appropriate preventative and/or corrective action. Violation of this policy may result in disciplinary action, up to and including possible termination.

POLICY AGAINST HARASSMENT, DISCRIMINATION AND RETALIATION

St. John's Community Health ("the Organization") is committed to providing a work environment free of unlawful harassment and has implemented this policy in compliance with current EEOC regulations and the amended DFEH regulations that became effective April 1, 2016, which prohibits any form of unlawful harassment, discrimination, or retaliation by members of management, co-workers, independent contract workers, volunteers, and outside parties doing business with the Organization.