

# Park Nicollet Health Services

## HUMAN RESOURCES POLICY

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**Subject:** Equal Employment Opportunity/  
Affirmative Action

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- I. **PURPOSE:** To affirm Park Nicollet Health Services' policy of providing Equal Opportunity to all employees and applicants for employment in accordance with all applicable Equal Employment Opportunity/Affirmative Action laws, directives and regulations of Federal, State and Local governing bodies or agencies thereof, specifically Minnesota Statutes 363.
  
- II. **RESPONSIBILITY:** The Vice President of Human Resources is responsible for the personnel aspects of this policy.
  - A. **Content Expert/Contact:** Employee/Labor Relations Director or Employment/Workforce Development Director
  
- III. **POLICY:** **These guidelines do not constitute a contract or guarantee of employment in any respect. Park Nicollet Health Services may change the guidelines at any time with or without notice.** This is to affirm Park Nicollet Health Services' policy of providing Equal Opportunity to all employees and applicants for employment in accordance with all applicable Equal Employment Opportunity/Affirmative Action laws, directives and regulations of Federal, State and Local governing bodies or agencies thereof, specifically Minnesota Statutes 363. To the extent this policy conflicts, in whole or in part, with a term or condition of an applicable collective bargaining agreement, the collective bargaining agreement will control for those union employees.

Park Nicollet Health Services will not discriminate against or harass any employee or applicant for employment because of race, color, creed religion, national origin, sex, sexual orientation, gender identity, disability, age, marital status, status with regard to public assistance, or genetic information.

Park Nicollet Health Services will take Affirmative Action to ensure that all employment practices are free of such discrimination. Such employment practices include but are not limited to the following: hiring, promotion, demotion, transfer, recruitment including recruitment advertising, selection, layoff, disciplinary action, termination, rates of pay or other forms of compensation, and selection for training.

Park Nicollet Health Services will commit the necessary time and resources, both financial and human, to achieve the goals of Equal Employment Opportunity and Affirmative Action objectives.

Park Nicollet Health Services also expects its leadership to support the achievement of these Affirmative Action objectives. Any employee of this organization, or subcontractor to this employer, who does not comply with the Equal Employment Opportunity Policies and Procedures as set forth in this statement and Plan will be subject to disciplinary action. Any subcontractor not complying with all applicable Equal Employment Opportunity/Affirmative Action laws, directives and regulations of the Federal, State and local governing bodies or agencies thereof, specifically Minnesota Statutes 363 will be subject to appropriate legal sanction.

Park Nicollet Health Services has appointed the Vice President of Human Resources, to manage the Equal Employment Opportunity Program. The Vice President's responsibilities will include monitoring all Equal Employment Opportunity activities and reporting the effectiveness of this Affirmative Action Program, as required by Federal, State and Local agencies. The Chief Executive Officer of Park Nicollet Health Services will receive and review reports on the progress of the program. If any employee or applicant for employment believes he/she has been discriminated against, please contact the Vice President of Human Resources.

**End**