NEW LONDON HOSPITAL

A Dartmouth-Hitchcock Affiliate

Policy No: **24,022**	Page 1 of 1
Subject: **Equal Employment Opportunity / Affirmative Action Non-Discrimination**	Prepared by: **Director of Human Resources**
Manual: **Admin Manual – HR**	Endorsed by: **Sr. Management**
Effective Date: **10/1/88**	Approved by: **Director of Human Resources**

Purpose: To define the hospital's responsibility for meeting regulatory requirements.

Policy: New London Hospital will meet its legal, moral, social and economic responsibilities for Equal Employment Opportunity/Affirmative Action as authorized and required by all pertinent state and federal legislation, executive orders and rules and regulations, including the following:

1. The Americans with Disabilities Act of 1990 prohibits discrimination against individuals with disabilities in employment. In addition, this act states requirements for public and individual accommodations, services and transportation and telecommunication services.

2. Title VII of the Civil Rights Act of 1964 as amended by the Equal Employment Opportunity Act of 1972 (42 USC s2000e et seq.) prohibits discrimination in employment on the basis of race, color, religion, sex or national origin.

3. The Age Discrimination in Employment Act of 1967 (29 USC s621 et seq.) prohibits discrimination in employment on the basis of age with regard to those individuals who are at least 40 years of age, but less than 65 years of age.

4. Section 504 of the Rehabilitation Act of 1973 (29 USC s794), and the regulations promulgated pursuant thereto (45 CFR Part 84) prohibits discrimination against qualified handicapped individuals on the basis of handicap and requires employers to make reasonable accommodations to known physical or mental limitations of otherwise qualified handicapped applicants and employees.

5. In addition, NLH does not discriminate on the basis of sexual orientation, gender identity or expression, creed, marital status, familial status, national origin, or any other protected class.

All employees, subcontractors, and vendors must make genuine and consistent efforts to work and provide services consistent with state and Federal legislation in order to be considered business associates with New London Hospital.

Name:	Sr Dir HR	Sr. Dir HR	Sr. Dir HR	Sr Dir of HR	Sr Dir HR	Dir of HR	Dir HR	Dir HR
Reviewed:	8/09	10-05	3/06	3/07	3/08	6/14	5/15	8/15
Revised:								8/15