



HealthPartners®

**Title: Equal Opportunity Statement and Affirmative Action's Plans**

**Policy Number:  
ADM-HMR-211**

**POLICY:**

It is Lakeview Hospital's policy to provide 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.

It is Lakeview Hospital's policy not to discriminate, and to provide equal employment opportunity to all qualified persons regardless of race, color, sex, sexual orientation, gender identity, religion, national origin, disability, protected veteran status, or other protected classification. This policy is applied to all employment actions, including, but not limited to, recruitment, selection, hiring, training, promotion, transfer, demotion, layoff, recall, termination, and rates of pay or other forms of compensation.

It is also Lakeview Hospital's policy that employees and applicants shall not be subjected to harassment, intimidation, threats, coercion or discrimination because they file a complaint, assist or participate in an investigation, compliance evaluation, hearing, or any other activity related to the administration of the affirmative action provisions of any applicable federal, state, or local law requiring equal opportunity for a protected classification; oppose any act or practice made unlawful by federal or state law, the respective implementing regulations, or any other applicable federal, state or local law requiring equal opportunity for protected classifications; or exercise any other right protected by Executive Order 11246, Section 503 of the Rehabilitation Act, as amended, or VEVRAA, as amended.

In furtherance of our policy of Affirmative Action and Equal Employment Opportunity, we have developed a written Affirmative Action Program ("AAP"), which contains specified and results-oriented procedures to which Lakeview Hospital is committed to apply every good faith effort. Lakeview Hospital and its President/CEO are committed to the principles of Affirmative Action and Equal Employment Opportunity. In order to ensure the AAP's dissemination and implementation throughout all Company levels, Angy Duchesneau, Sr. Director of Human Resources, has been selected as the Lakeview Hospital's Affirmative Action Officer.

The AAP is available for review by employees and applicants, upon request, during normal business hours Monday through Friday at the Human Resources offices, 927 Churchill St. W, Stillwater, MN. Lakeview Hospital invites all applicants for employment and all employees to become aware of the benefits provided by the AAP.

**DEFINITIONS:** None

**PROCESS:** None

**RELATED DOCUMENTS:** None

**REFERENCE MATERIALS:** None

**NOTE:** None

**COMMITTEE APPROVAL:** None