POLICY TITLE: Equal Employment Opportunity

DEPARTMENT: Human Resources  ORIGINATION DATE: 05/01/1997
CATEGORY: Associate Policies  EFFECTIVE DATE: 03/21/2012

SCOPE
This policy applies to all Centura Health facilities, practices, entities, and services (“Centura”) and all Centura associates.

PURPOSE
To comply with applicable federal, state and local laws governing Equal Employment Opportunity.

STATEMENT OF POLICY
Centura will comply with applicable federal, state, and local laws governing Equal Employment Opportunity (EEO). Discrimination in employment because of race, religion, color, sex, age, national origin, ancestry, disability, veteran status, or other characteristics protected by applicable laws is strictly prohibited.

Centura’s values and mission set forth our belief and treatment of all associates and patients in a compassionate, respectful manner. Centura is proud to be an Equal Opportunity Employer. We respect the dignity and diversity of individual workforce members. We also recognize the value of diversity in our organizations and wish to employ a workforce that is as diverse as the communities and people we serve.

PROCEDURE
EEO Officer
The designated EEO Officer is the Senior Vice President of Human Resources and is responsible for compliance with federal, state, and local laws, including monitoring, auditing, and reporting of equal employment practices.

Management Responsibilities
All members of management are responsible for becoming familiar with and following this policy, ensuring that associates under his/her supervision are familiar with and follow this policy, supporting EEO and Diversity programs, and reporting any alleged violation of the EEO principles to the Human Resources Department as soon as possible.

Associate Responsibilities
All associates are responsible for becoming familiar with the EEO principles, supporting EEO and Diversity programs, and immediately reporting alleged violations to his/her supervisor or to any other member of management or to their Human Resources representative.

Reporting and Investigation
It is the responsibility of any associate who has been subjected to discrimination or other inappropriate conduct to report it immediately so that Centura can promptly investigate and take action to correct any behavior that may be in violation of this policy. Associates are strongly encouraged to contact Human Resources or the Centura Health Integrity Helpline at 1-888-424-2458 toll-free and, without revealing...
his/her name, discuss questions or concerns about discrimination on an anonymous basis. After normal business hours, reports can be made to any manager who can be contacted by pager or to an administrator on duty or on call. Any associate who observes inappropriate discriminatory conduct or who believes that unlawful discrimination is occurring to another individual should report the conduct immediately. Following a report by an associate, a prompt investigation must be conducted. Following investigation, Human Resources should follow up with the associate who reported the alleged discrimination. Any associate who does not receive a follow-up report or who believes that an investigation was incomplete or that the response of management to an allegation of discrimination was inadequate must report this immediately to one of the individuals listed above.

Confidentiality
Centura’s policy is to protect the confidentiality of discrimination allegations to the extent practicable; however, Centura cannot guarantee complete confidentiality since it cannot conduct an effective investigation without revealing certain information to the alleged wrongdoer and potential witnesses. Information about alleged violations of this policy should be shared only with those who need to know about it.

Non-Retaliation
Centura prohibits any form of retaliation against an employee who complains about or reports inappropriate discriminatory conduct including sexual conduct, sexual harassment, or any other illegal forms of harassment or who participates in an investigation concerning such a complaint. Any associate who perceives that they or another person has been subjected to retaliation should immediately report this to any manager or the associate’s Human Resources representative so that the claim can be investigated.

DEFINITIONS
N/A

REFERENCES AND SOURCES OF EVIDENCE
N/A

POLICY VIOLATION
Any Centura associate, supervisor, or manager who is determined, after an investigation, to have violated this policy or engaged in unlawful discrimination will be subject to appropriate corrective action, up to and including termination.

REVIEW/APPROVAL SUMMARY

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<tr>
<th>REVIEW/REVISION DATES:</th>
<th>05/01/2001, 04/02/2011, 01/18/2012</th>
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<td>(Dates in parentheses include review but no revision)</td>
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<td>APPROVAL BODY(IES):</td>
<td>Senior Executive Council</td>
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