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DEPARTMENT: Human Resources	POLICY DESCRIPTION: Equal Employment Opportunity
PAGE: 1 of 2	REPLACES POLICY DATED: 4/1/98, 11/1/09, 11/1/12, 1/15/13, 6/1/14. 1/1/15, 5/1/17
EFFECTIVE DATE: July 1, 2021	REFERENCE NUMBER: HR.ER.013 (formerly HR.OP.014 and HR.201)
APPROVED BY: Ethics and Compliance Policy Committee	

SCOPE: All Company-affiliated subsidiaries including, but not limited to hospitals, ambulatory surgery centers, home health agencies, hospice agencies, outpatient imaging centers, physician practices, HealthTrust Workforce Solutions, Corporate Organization Units (Departments), Groups, and Divisions (collectively, "Affiliated Employers" and individually, "Affiliated Employer").

PURPOSE: To ensure that all colleagues, and customers are treated in accordance with the mission and values of the organization and to ensure compliance with federal, state, and local laws.

RESPONSIBILITIES: Equal employment opportunities are provided to all colleagues and applicants for employment without regard to race, color, religion, gender, national origin, age, disability, sexual orientation, gender identity or expression, genetic information or protected veteran status, or status in any group protected by federal, state and local law. This policy applies to all terms and conditions of employment, including, but not limited to, hiring, placement, promotion, termination, layoff, transfer, leaves of absence, compensation, and training. Reasonable accommodations will be made to known qualified individuals with disabilities.

Genetic information includes information about an individual's genetic tests, genetic tests of a family member, and family medical history. Genetic information does not include information about the sex or age of an individual or the individual's family members, or information that an individual currently has a disease or disorder. Genetic information also does not include tests for alcohol or drug use.

This policy expressly prohibits any form of unlawful colleague harassment based on race, color, religion, gender, national origin, age, disability, sexual orientation, gender identity or expression, genetic information, protected veteran status, or status in any group protected by federal, state or local law. Such harassment may include, but is not limited to offensive comments, jokes, or innuendoes in printed material, material distributed through electronic media, or items posted on walls or communication boards. Improper interference with the ability of colleagues to perform their expected job duties is not tolerated.

REQUIREMENTS: Each member of management is responsible for creating an atmosphere free of discrimination and harassment. Further, colleagues are responsible for respecting the rights of their coworkers.

If colleagues experience any job-related harassment based on race, color, religion, gender, national origin, age, disability, sexual orientation, gender identity or expression, genetic information, protected veteran status, or status in any group protected by federal, state or local law, or believe that they have been treated in an unlawful, discriminatory manner, they

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should immediately report the incident to their supervisor and/or Human Resources, who will investigate the matter and take appropriate action.

If colleagues believe it would be inappropriate to discuss the matter with their supervisor or Human Resources, they may report it directly to the Ethics Line at 1-800-455-1996 or at <https://hcahealthcareethicsline.ethix360.com>. The complaint will be kept confidential to the maximum extent possible.

If it is determined that job-related harassment has occurred, appropriate disciplinary action will be taken, up to and including termination of employment. Any form of retaliation against any colleague for filing a bona fide complaint under this policy or for assisting in a complaint investigation is prohibited.

DISCLOSURE:

If there is any conflict between the information in this policy and a Collective Bargaining Agreement (CBA), the CBA prevails for covered colleagues.

REFERENCED POLICIES:

1. Title VII of the Civil Rights Act of 1964, as amended
2. Americans with Disabilities Act of 1992, as amended
3. Rehabilitation Act of 1973
4. Equal Pay Act
5. Age Discrimination in Employment Act
6. Genetic Information Non-Discrimination Act of 2008 (GINA)
7. Job Postings, HR.TA.003
8. Sexual Harassment, HR.ER.024
9. Substance Use in the Workplace, [HR.ER.060](#)
10. [Code of Conduct](#)
11. Solicitation, HR.ER.026
12. Communication Boards, HR.ER.005

WORK INSTRUCTIONS:

1. Physically posting EEO materials in a visible location.

PROCESS MAPS:

1. To be completed at a future date