



# Equal Employment Opportunity & Affirmative Action Statement of Policy

## Scope

This Geisinger policy applies to all employees at all Geisinger locations. This policy applies to all allied health staff, consulting staff, research, temporary professionals, residents, fellows, learners, volunteers, temporary workforce, visitors, contractors and vendors.

## Purpose

Equal opportunity in employment and education at Geisinger is a moral and legal obligation. Geisinger is committed to pursuing affirmative action efforts to strengthen the participation of women, minorities, veterans, and persons with disabilities in employment and education at Geisinger. Geisinger is further committed to comply with federal, state laws that prohibit discrimination and harassment on the basis of race, color, age, gender identity, gender expression, religion, sex, sexual orientation, national origin, disability, marital status, veteran status, genetic information or any other protected classification or characteristic under applicable law.

## Policy

Geisinger prohibits discrimination and harassment of employees, learners and applicants on the basis of a person's legally protected class status. Equal Employment Opportunity (EEO) is provided to employees and applicants in all personnel actions, including but not limited to the following: recruiting, selection, promotion, demotion, transfer, termination, layoff, training and education, benefits, rate of pay or other forms of compensation, workforce management guidelines, job assignments and company-sponsored social and recreation programs.

Employees, learners and applicants shall not be subjected to harassment, intimidation or any type of retaliation because they have (1) filed a complaint; (2) assisted or participated in an investigation, compliance review, hearing or any other activity related to the administration of any federal, state or local law requiring equal employment opportunity; (3) opposed any act or practice made unlawful by any federal, state or local law requiring equal opportunity; or (4) exercised any other legal right protected by federal, state or local law requiring equal opportunity.

If individuals under the scope of this policy believe they are being harassed, intimidated, threatened, coerced, or discriminated because they have engaged in or may engage in any of the above activities, they should notify us by using Geisinger Corporate Compliance Hotline Service by dialing 800-292-1627 or accessing [geisinger.org/alertline](https://www.geisinger.org/alertline).

Each administrator, supervisor and employee of Geisinger is responsible for conducting employment activities in support of and in compliance with this policy.

Failure to comply with this policy or federal or state law that prohibits discrimination will be subject to corrective action (up to and including termination of employment).

A climate of equal opportunity that nurtures and supports the fullest contributions of all employees and learners is essential to our success at Geisinger. Creating and sustaining this climate is the responsibility of all who provide service at Geisinger. Specifically, all leaders are expected to reinforce the activities outlined in this policy.

As a government contractor, we are obligated to keep records, make reports to the federal government, develop written affirmative action programs, and otherwise document the results of our good faith efforts to ensure quality of employment opportunity.

Geisinger will measure itself against specific objectives, which will continue to move our total employment toward full and equal participation of all applicants and employees in the opportunities available throughout the Geisinger system.

Jaewon Ryu, MD, JD, the company's CEO, is aware of the requirements in this plan and fully supports its goals and procedures. Among other efforts, the company has implemented an audit and reporting system to review the effectiveness of this plan and has assigned overall responsibility for the implementation of the affirmative action activities required under this policy to Kim Drumgo, chief diversity equity and inclusion officer.