



Title: Anti-Discrimination Policy

Version #: 8

Document Owner: Senior Director of Quality and Human Resources	Date Created: 08/10/2021
Approver(s): Board of Directors, Policy Committee, West Routt Rural Health Council	

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Purpose:

To comply with Federal, State, and Local laws.

Policy:

The Agency is an equal opportunity employer. The Agency does not and shall not discriminate on the basis of race, color, religion (creed), sex (including pregnancy), gender expression, age (40 and over), national origin (ancestry), disability, marital or family status, sexual orientation, genetic information, military or veteran status, or any other category protected by federal, state, or local law, in any of its activities or operations. These activities include, but are not limited to, recruiting, hiring, placement, transfer, training, promotion, rates of pay, and other compensation, termination, and all other terms, conditions, and privileges of employment, as well as selection of volunteers and vendors, and provision of services. We are committed to providing an inclusive and welcoming environment for all members of our staff, clients, patients, volunteers, subcontractors, and vendors. The Agency’s prohibition on discrimination includes unlawful harassment based on any of these protected classes.

An employee who feels that they have been discriminated against should take the complaint directly to his/her supervisor, any supervisor with whom the employee feels comfortable, or the Senior Director of Quality and Human Resources. Complaints will be investigated promptly and thoroughly. Investigations will be as confidential as is practical, without promising complete confidentiality. After the completion of the investigation, the Agency will take immediate and appropriate corrective action, if and where warranted, to ensure conduct will not recur. Disciplinary action against an offending employee may include a written warning up to and including termination.

The Agency prohibits retaliation against an employee for filing a complaint under this policy or for assisting in a complaint investigation. If you perceive retaliation for making a complaint or your participation in the investigation, please follow the complaint procedure outlined above. The situation will be investigated. If it is determined that an employee has engaged in retaliation, that employee will be subject to disciplinary action, up to and including termination of employment.

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Scope:

All staff.

Definitions:

- None

Related Documents:

None

References:

- A. None

Board of Directors Meeting Approval Date:

- November 30, 2011
- December 19, 2012
- October 29, 2014
- March 30, 2016
- September 28, 2016
- September 25, 2019
- August 25, 2021

The signature below represents an approval of this document.



Board Representative: _____ Date: August 25, 2021

Revision Dates:

- October 29, 2014
- March 30, 2016
- September 28, 2016
- September 25, 2019