	Human Resource Policy Employment & Hiring Practices	No. HR.EHP.01
	Title: EQUAL EMPLOYMENT OPPORTUNITY	Page: 1 of 2
		Effective Date: 11-30-18
		Retires Policy Dated: 11-21-13
		Previous Version Dated: 09-27-11; 12-01-09; 01-01-96; 01-01-93

I. SCOPE:

This policy applies to (1) Tenet Healthcare Corporation and its wholly-owned subsidiaries and affiliates (each, an “Affiliate”); (2) any other entity or organization in which Tenet Healthcare Corporation or an Affiliate owns a direct or indirect equity interest greater than 50%; and (3) any hospital or healthcare facility in which an Affiliate either manages or controls the day-to-day operations of the facility (each, a “Tenet Facility”) (collectively, “Tenet”).

II. PURPOSE:

The purposes of this policy are to provide supervisors and employees with Tenet’s position regarding the principles of Equal Employment Opportunity and to ensure questions or concerns regarding Equal Employment Opportunity are addressed.

III. POLICY:

This policy provides Tenet’s position on all aspects of employment, including selection, job assignment, compensation, counseling, discipline, termination, access to benefits and training. Tenet’s success requires that the best people choose to work with us. Inclusive practices ensure we are able to attract and retain the best people. Tenet believes in the principles behind the Equal Employment Opportunity and its related policies and regulation. In order to provide equal employment and advancement opportunities to all individuals, employment decisions at Tenet are based on merit, qualifications, and abilities. Employment practices will not be influenced or affected by an applicant’s or employee’s race, color, religion, sex (including pregnancy), national origin, age, disability, genetic information, sexual orientation, gender identity or expression, veteran status or any other legally protected status. Tenet will make reasonable accommodations for qualified individuals with disabilities unless doing so would result in an undue hardship.


Any employees with questions and concerns about any type of unwarranted discrimination in the workplace are strongly encouraged to bring these issues to the attention of their immediate supervisor or the Human Resources Department. Employees can raise concerns and make reports without fear of reprisal. Anyone found to be engaging in any type of discrimination or retaliation will be subject to corrective action, up to and including termination of employment.

IV. PROCEDURE:

A. General

1. Scope of Policy

This policy defines Tenet’s position on all aspects of employment, including selection, job assignment, compensation, counseling, discipline, termination, and access to employee services, benefits and training.

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B. Facility Human Resources

1. Provide counsel to supervisors and employees on questions, concerns or complaints raised by employees concerning equal employment opportunity, retaliation or procedures relative to equal employment opportunity policy.
2. Promptly and confidentially investigate any formal or informal equal employment opportunity complaints and take appropriate action to resolve questions, concerns or complaints raised by employees.
3. Inform the Legal Department of the receipt of any charges of discrimination and prepare statements of position or other responses as directed.
4. If you believe there is a Bone Fide Occupational Qualification exception which would warrant consideration of one of the characteristics identified above, please consult with the Law Department.

C. Supervisors

Report to the Human Resources Department any questions, concerns or complaints raised by employees concerning equal employment opportunity issues and assist in addressing and resolving such questions, concerns or complaints in a timely and equitable manner.

D. Employees

Report any questions or concerns regarding an equal employment opportunity issue or concerns about retaliation to immediate supervisor or the Human Resources Department.

E. Enforcement

All employees and supervisors whose responsibilities are affected by this policy are expected to be familiar with the basic procedures and responsibilities created by this policy. Failure to comply with this policy and its guidelines will be subject to appropriate performance management pursuant to all applicable policies and procedures, up to and including termination. Such performance management may also include modification of compensation, including any merit or discretionary compensation awards, as allowed by applicable law.