



Title:	Nondiscrimination (Equal Opportunity Employer)			
Document Owner:	Human Resources			Page 1 of 2
Date Approved:	07/24/2024	Last Periodic Review:	07/24/2024	Version: 1
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POLICY STATEMENT

Island Health is an Equal Opportunity Institution in the provision of health care services, employment and in compliance with the Americans with Disabilities Act of 1990. No person shall be denied access or admission to, participation in, or receipt of services and benefits provided by the hospital or any of its programs and activities, or employment therein on the basis of race, color, creed, sex, religion, age, national origin, sexual orientation, physical, mental or sensory disability, military status, marital status or any other basis prohibited by local, state or federal law.

This statement is in accordance with the provisions of Title VI of the Civil Rights Act of 1964, Section 504 of the Rehabilitation Act of 1973, the Age Discrimination Act of 1975, and Regulations of the U.S. Department of Health and Human Services issued pursuant to these statutes at Title 45 Code of Federal Regulations Parts 80, 84 and 91.

Island Health is also compliant with all Washington State regulations including RCW 49.60, WAC 162.22, WAC 246-320-141 and WAC 162.26.

PURPOSE

The purpose of this policy is to provide guidance to staff regarding nondiscrimination and access to care.

SCOPE

Organization wide

DEFINITIONS

EQUAL OPPORTUNITY OFFICER: The Director of Human Resources. This Officer is responsible for the oversight of this policy.

EQUAL EMPLOYMENT OPPORTUNITY: Island Health believes that every employee has the right to work in surroundings that are free from all forms of unlawful discrimination. It is the Hospital's policy to hire, promote, transfer, terminate and make all other employment-related decisions without regard to an employee's race, color, creed, sex, religion, age, national origin, sexual orientation, physical, mental or sensory disability, military status, marital status or any other basis prohibited by local, state or federal law.

EQUIPMENT

Not applicable.

QUALITY CONTROL

This policy will be reviewed every three years. **If revisions are made to this policy, the revised policy must be submitted to Washington State's Department of Health within 30 days of revision approval. This policy must also be placed on Island Health's website where it is readily accessible to the public.**

PROCEDURE / WORK INSTRUCTIONS

1. Any person, including an employee, who feels that they have been discriminated against in violation of this policy may file a grievance, identifying the time, place and the person or persons involved in the alleged discriminatory action, to Human Resources.

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2. The alleged discriminatory action will be investigated and a report on the findings will be submitted to the party submitting the grievance.
3. The person filing the grievance will not suffer retaliation for reporting such concerns. The Complaint Resolution Procedure may also be used to resolve any concerns.
4. All personnel responsible for hiring, appointing, promoting, supervising, evaluating other employees or making recommendations as to employment status or compensation are responsible for immediately reporting all threats or complaints, or actual Equal Employment Opportunity complaints or problems to the Equal Opportunity Officer and/or Administrator.

RELATED DOCUMENTS

Anti-Harassment

Patient Rights

REFERENCES

[Title VI of the Civil Rights Act of 1964](#)

Section 504 of the Rehabilitation Act of 1973

Age of Discrimination Act of 1975

Regulations of the U.S. Department of Health and Human Services issued pursuant to these statutes at Title 45 Code of Federal Regulations Parts 80, 84, and 91.

[RCW 49.60](#)

[WAC 162.22](#)

[WAC 162.26](#)

[WAC 246-320-141](#)