



Policy No. 115.32.01

Nondiscrimination

Policy Statement

The Good Samaritan Home is an equal employment opportunity facility and complies with Title VI of the Civil Rights Act of 1964, Section 504 of the Rehabilitation Act of 1973, the Americans with Disabilities Act, and the Equal Employment Opportunity Act, provide that no person in the United States, on the grounds of race, color, creed, national origin, age, sex, sexual orientation, gender identity and expression, religion, handicap, marital or veteran status be denied the benefits of or be subjected to discrimination under any of our programs, activities, financial assistance programs, admission policies, training programs or employment practices.

Policy Interpretation and Implementation

1. The Good Samaritan Home is operated in accordance with the above Acts, and all facilities of this institution, to include waiting rooms, public toilets, employee toilets, locker rooms, and dining facilities, are available to all personnel without regard to race, color, creed, national origin, religion, age, sex, sexual orientation, gender identity and expression, or handicap.
2. It is our policy to employ those applicants who possess necessary skills to perform the essential job functions, education, experience, and qualifications and to promote, upgrade, transfer, demote, recruit, advertise or solicit for employment without regard to race, color, creed, national origin, age, sex, sexual orientation, gender identity and expression, religion, handicap, marital or veteran status. However, applicants may be requested to demonstrate their ability to perform the basic job functions of the position for which they have applied.
3. All training and apprenticeship programs are available to all personnel without regard to race, color, creed, national origin, age, sex, sexual orientation, gender identity and expression, religion, handicap, and marital or veteran status.
4. No employee shall aid, abet, compel, coerce or conspire to discharge or cause another employee to resign because of race, color, creed, national origin, age, sex, sexual orientation, gender identity and expression, religion, handicap, marital or veteran status.
5. It shall be our policy to establish pay rates, terms, conditions, benefits, or privileges of employment without regard to race, color, creed, national origin, age, sex, sexual orientation, gender identity and expression, religion, handicap, and marital or veteran status.
6. The Good Samaritan Home will not use any employment agency, referral services, employment service, etc., that discriminates in making referrals on the basis of race, color, creed, national origin, age, sex, sexual orientation, gender identity and expression, religion, handicap, marital or veteran status.

8. Discrimination, including ethnic slurs, jokes, puns, etc., of any type will not be tolerated and must be reported to the department director.

9. Any person who feels he/she has been discriminated against is encouraged to file a complaint in accordance with our established grievance procedures and corporate compliance guidelines, or report such grievance to any agency listed on the "Discrimination Notice" posted on the employee bulletin board in the Main Hallway.

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