



POLICIES AND PROCEDURES MANUAL

System Department

**Supersedes: BMC HRS 01.024; TNMC HR10;
UNMCP HR15, BMC HRS24**

Section: HUMAN RESOURCES MANAGEMENT (HR)

Subject: Diversity Statement

Number: HR10

Attachments:

Date Effective: 11/01/00

11/15/02, 4/20/05, 4/12/07, 4/19/09, 4/13/11,

Date Reviewed: 3/30/12, 3/10/14, 12/15/14, 7/11/17

STATEMENT OF DIVERSITY

Nebraska Medicine recognizes that we live in a diverse society. We value the diversity of our employees, patients and the community and strive to create an environment where all people have equal opportunity. We are committed to maintaining an environment that is free of discrimination due to sex, race, color, religion, national origin, age, disability, genetic information, marital status, sexual orientation, gender identity or protected veteran's status or any other status protected by applicable law. We will demonstrate our commitment to diversity through the following actions.

- We will create an environment where all people are treated with dignity and respect, and where difference is valued.
- We will create an atmosphere where all people feel welcome and where their unique cultural differences are respected.
- We will create an environment where all people have an equal opportunity to provide and receive quality health care. This will include awareness of the many cultural barriers, language and customs that we must overcome with our staff, patients and the community in order to provide health care to a diverse population.
- We will openly embrace the diversity of our employees, patients and customer population. We acknowledge that creating a diverse environment must have the support and commitment of all levels of the organization.
- We, in cooperation with our partners at UNMC, will celebrate diversity to create an environment of inclusion.

We will comply with all Federal, State, and Local laws and regulations prohibiting discrimination on the basis of race, color, religion, sex, age, disability, genetic information, sexual orientation, gender identity, protected veteran's status or national origin to ensure that:

- A. People are recruited, hired, trained and promoted for jobs without regard to race, color, religion, sex, age, disability, genetic information, sexual orientation, gender identity, protected veteran's status or national origin; and employment decisions are based on individual qualifications for the positions being filled.
- B. Other personnel actions such as compensation, benefits, transfers, lay-offs, Nebraska Medicine-sponsored training, education, and social and recreational programs are administered without regard to race, color, religion, sex, age, disability, genetic information, sexual orientation, gender identity, protected veteran's status or national origin.
- C. Nebraska Medicine provides equal opportunities to otherwise qualified individuals with disabilities. Reasonable accommodations will be made for qualified individuals with known disabilities to enable such individuals to (1) apply for employment, (2) perform the essential functions of the job, and (3) to enjoy the other terms and conditions of employment. Requests for accommodations should be made to management or Employee Relations (HR48 - ADA Reasonable Accommodations Policy).
- D. Nebraska Medicine may employ affirmative action in recruitment and hiring of qualified individuals to achieve its goals of creating a diverse and inclusive work environment that mirrors our community in accordance with Executive Order 11246.

We will not discharge or in any other manner discriminate against employees or applicants because they have inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant. However, employees who have access to the compensation information of other employees or applicants as a part of their essential job functions cannot disclose the pay of other employees or applicants to individuals who do not otherwise have access to compensation information, unless the disclosure is (a) in response to a formal complaint or charge, (b) in furtherance of an investigation, proceeding, hearing, or action, including an investigation conducted by the employer, or (c) consistent with the contractor's legal duty to furnish information.

STAFF ACCOUNTABILITY:

Human Resources

Department Approval

Signed | s |: Laurie Willburn
Total Rewards & HR Operations
Title: Director
Department: Human Resources

Administrative Approval

Signed | s |: Frank Venuto
Title: Chief Human Capital Officer