

Equal Employment Opportunity Policy

Lahey Hospital & Medical Center (LHMC) is committed to a workplace that is free from prohibited unlawful discrimination. Human Resources policies and practices reflect this commitment.

This policy is in place to help ensure that LHMC's Human Resources policies and practices are administered without regard to race, color, religion, sex, age, national origin, disability, genetic information, sexual orientation, gender identity, ancestry, or protected veteran status and any other legally protected characteristics under Federal, state or local laws.

All colleagues and job candidates are guaranteed equality of employment opportunity (EEO). This means that LHMC will not discriminate against any colleague or candidate on the basis of race, color, religion, sex, age, national origin, disability, genetic information, sexual orientation, gender identity, ancestry, or protected veteran status and any other legally protected characteristics under Federal, state or local laws. Furthermore, LHMC will provide equal employment opportunity to individuals with disabilities and protected veterans in all phases of the employment process and in compliance with applicable federal, state, and local laws and regulations.

All recruitment, selection, placement and training decisions made by management will be made on a non-discriminatory basis and will be based solely on an individual's job-related qualifications and abilities with respect to essential job functions.

All colleagues who apply for a promotion or transfer will be given equal consideration. Assuming that an opening exists, the qualifications of a colleague for a promotion or transfer will be assessed on the basis of the individual's knowledge, skills and ability with respect to essential job functions. In addition, the promotion or transfer decision will be considered in light of the colleague's past disciplinary issues, if any.

All other Human Resources policies and practices of LHMC, including but not limited to, compensation, benefits, corrective action, and safety and health programs, as well as social and recreational activities, will be administered and conducted without regard to a colleague's race, color, religion, sex, age, national origin, physical and mental disability or handicap, genetic information, sexual orientation, gender identity, ancestry, pregnancy, childbirth or related medical condition, or veteran status, as required by law.

Lahey Clinic will take all necessary steps to ensure that each colleague's work environment is free of unlawful discrimination. This includes ensuring that the workplace is free of prohibited behavior deemed by LHMC to be harassment based on a colleague's race, color, religion, sex, age, national origin, physical and mental disability or handicap, genetic information, sexual

orientation, gender identity, ancestry, pregnancy, childbirth or related medical condition, or veteran status.

LHMC will consider making reasonable accommodations for any colleague determined to possess a qualified physical or mental disability or handicap in order to enable them to perform the essential functions of the job.

LHMC will continually review its Human Resources policies and practices to ensure that all managers and supervisors adhere to its commitment to EEO principles.

Colleagues will not be subjected to discrimination, unlawful retaliation or harassment because they have raised an allegation of discrimination, requested an accommodation due to a disability or religious belief/practice, or for participating in an investigation or compliance review related to an allegation of any conduct covered by this EEO policy.

Colleagues who have EEO-related questions, problems or complaints should communicate their concerns to their manager or supervisor or to Human Resources.