

## **EQUAL EMPLOYMENT OPPORTUNITY**

### **POLICY STATEMENT**

The New York City Health and Hospitals Corporation is committed to providing equal employment opportunity (EEO) to all individuals and encouraging each one to realize their full potential. It is our objective to recruit, select, train and promote into all job levels the most qualified individuals without regard to race, color, national origin, religion, gender, (including “gender identity” – which refers to a person’s actual or perceived sex and includes self-image, appearance, behavior or expression, whether or not different from that traditionally associated with the legal sex assigned to the person at birth), age, disability, alienage or citizenship status, marital status, prior record of arrest or conviction, genetic predisposition (having something in your genes which increases the risk of your having a disease or disability), carrier status (having something in your genes which increases the risk of your children having a disease, even though you do not have it yourself), sexual orientation, military status, being a victim of domestic violence, sex offenses or stalking or status as a disabled veteran or Vietnam Era veteran.

In support of this policy, the Corporation reaffirms its commitment to comply voluntarily with the requirements and the spirit of federal, state and local anti-discrimination laws and regulations. We will implement specific programs and practices of affirmative action designed to promote EEO in the work place and will undertake steps to assure that minorities and women are represented in all areas and at all levels of the Corporation.

The individual who has responsibility for the day-to-day implementation and monitoring of the Affirmative Action EEO Program is Manasses C. Williams, Assistant Vice President, Office of Affirmative Action/Equal Employment Opportunity (AA/EEO). Each network or facility has a designated AA/EEO Officer who oversees implementation of their Affirmative Action/EEO Program. However, it is the responsibility of each manager and supervisor to ensure compliance with our EEO policies and affirmative action obligations; to disseminate and implement these policies; to prevent discrimination in the work place; and to assure that all employees are given the opportunity to realize their full potential.

The mission of the New York City Health and Hospitals Corporation is to guarantee equal access to health services for all New York City residents without regard to individual’s race, color, national origin, religion, gender, age, disability, alienage or citizenship status, marital status, sexual orientation, status as a disabled veteran, or Vietnam Era veteran or source of payment for services and to provide health services that are comprehensive, high in quality and caring in their delivery. Affirmative Action/Equal Employment Opportunity considerations will be an integral part of all the Corporation’s activities performed in the furtherance of our mission and in meeting our health services responsibilities.

Equal Employment Opportunity Policy Statement

July 19, 2006

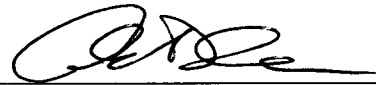
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Persons who allege to have been discriminated against by employees of the New York City Health and Hospitals Corporation may file a complaint within a year of the alleged incident with the AA/EEO Officer in the network/facility where the action occurred or with a Civil Rights enforcement agency.

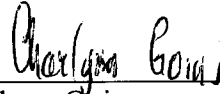
Date:

July 17, 2006

Rev. Diane E. Lacey Winley  
Rev. Diane E. Lacey Winley  
Chairperson, EEO Committee



Alan D. Aviles  
President



Charlynn Goins  
Chairperson, Board of Directors