

Policy: NON-DISCRIMINATION**Policy #: I-06****Last Revision Date:**
01/01/2017**Current Revision Date:**
09/09/2020

Baptist Health is an equal opportunity employer and does not exclude or discriminate against job applicants, employees, patients or third-party contractors on the basis of race, color, national origin, age, religion, gender, sex, sexual orientation, gender identity and transgender status, pay information, disability, genetic information, veteran status, or any other status protected by law.

Baptist Health does not deny benefits under any of its programs and activities, whether carried out directly or through a contractor or any other entity.

Baptist Health is committed to the timely identification and resolution of all issues that may adversely affect employees, patients, contractors, or the organization in this regard. Anyone who wants to report any actions or activity which they believe violate this policy should contact one of the following resources for investigation and/or resolution:

- 1) Immediate supervisor or department management, if possible;
- 2) Human Resources by calling 501-202-2847;
- 3) Corporate Compliance by calling 501-202-1323, or the confidential Compliance Line toll free telephone number 1-800-991-0888;
- 4) The Arkansas State Relay or TDD is 1-800-285-1131 or dial 711.

Baptist Health will not retaliate against any job applicant, employee, contractor, patient or any other person who makes a complaint under this policy, reports discrimination or harassment, or who asserts or participates in an investigation of a discrimination complaint.

These statements are 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, Section 1557 of the Affordable Care Act, 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.

Baptist Health communicates its non-discrimination policy to patients through the use of the H-108 Patient Rights and Responsibilities document and to the community and visitors through the Baptist Health website “About Us” section at www.baptist-health.com. The non-discrimination policy is communicated to employees through the Baptist Health employee website on EmployeeNet, under “Policies” section.