



Policy Statement Equal Employment Opportunity

It is the policy of University Medicine not to discriminate against any employee or applicant for employment based on gender, race, religion, color, national origin, physical or mental disability, marital status, age, gender identity or expression, citizenship, genetic information, ancestral origin, sexual orientation, pregnancy, childbirth, veteran or disability status, or any other related medical conditions or any other status protected by Federal, State or local laws.

Furthermore, University Medicine will provide equal employment and advancement opportunities to all qualified individuals. To achieve this goal, University Medicine is dedicated to taking affirmative action to employ and advance in employment, protected veterans and individuals with disabilities. It is the goal of University Medicine to utilize qualified disabled persons and covered veterans in as many levels of position classifications as practicable.

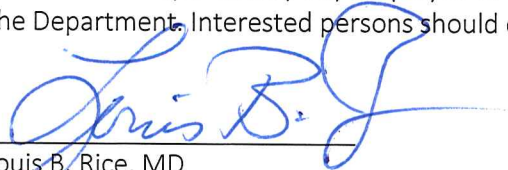
All personnel actions, including compensation, benefits, recruitment, hiring, training, and promotion of persons in all job titles, will be administered without regard to protected veteran or disability status and all employment decisions are based solely on valid job requirements.

Employees and applicants of University Medicine will not be subject to harassment on the basis of their status. Additionally, they will not be subject to retaliation, including intimidation, threats, coercion, interference or discrimination for:

1. Filing a complaint.
2. Assisting or participating in an investigation, compliance review, hearing, or any other activity related to the administration of VEVRRRA, Section 503 or any other Federal, State, or local law requiring equal opportunity for protected veterans or individuals with disabilities.
3. Opposing any act or practice made unlawful by VEVRRRA, Section 503 or its implementing regulations in this part, or any other Federal, State or local law requiring equal opportunity for individuals with disabilities.
4. Exercising any other right protected by VEVRRRA, Section 503 or its implementing regulations.

As President of University Medicine, I am committed to the principles of Affirmative Action and Equal Employment Opportunity. In order to ensure dissemination and implementation of equal employment opportunity and affirmative action throughout all levels of the company, I have selected our Chief Human Resources Officer (CHRO) as the Equal Employment Opportunity (EEO) Coordinator for University Medicine. One of the Human Resources Coordinators duties will be to establish and maintain an internal audit and reporting system to allow for effective measurement of University Medicine's programs.

In addition to University Medicine policy regarding Affirmative Action and Equal Employment Opportunity, University Medicine has developed a written Affirmative Action Program which sets forth the policies, practices and procedures that University Medicine is committed to in order to ensure that its policy of nondiscrimination and affirmative action for all qualified individuals is accomplished. The persons with disabilities and veterans affirmative action plans are available for inspection by any employee or applicant for employment upon request, during normal business hours, in the Department. Interested persons should contact Tammy Lederer, CHRO, at 401-444-7815 for assistance.



Louis B. Rice, MD
President, University Medicine



Date