



## Equal Employment Opportunity Policy Statement

Cleveland Clinic is an equal opportunity and affirmative action employer and seeks to ensure that employment decisions are based only on valid job requirements and that all caregivers and applicants are provided with equal opportunity in all employment practices including recruitment, selection, promotion, compensation and salary administration, benefits, transfers, training and education, working conditions and application of policies without regard to race, color, religion, gender, sexual orientation, gender identity, pregnancy, marital status, age, nationality, ethnicity, ancestry, disability, military status, genetic information, protected veteran status, or any other factor or characteristic protected by law.

Cleveland Clinic will also provide reasonable accommodation to known physical or mental limitations of an otherwise qualified caregiver or applicant, unless the accommodation would impose undue hardship on the operation of our business.

Caregivers and applicants may not be subjected to harassment, intimidation, threats, coercion or discrimination because they have engaged in or may engage in any of the following activities: (A) filing a complaint; (B) assisting with or participating in an investigation, compliance evaluation, hearing or other activity related to the administration and enforcement of this policy, Executive Order 11246 (the "Executive Order"), the Vietnam Era Veterans Readjustment Assistance Act of 1974 ("VEVRAA"), Section 504 of the Rehabilitation Act of 1973 (the "Rehabilitation Act"), or the Affirmative Action provisions of any other Federal, state, or local law; (C) opposing any act or practice made unlawful by the Executive Order, VEVRAA, the Rehabilitation Act, or any other Federal, state or local law requiring equal opportunity for females, minorities, protected veterans or individuals with disabilities; or (D) engaging in any other right protected by the Executive Order, VEVRAA or the Rehabilitation Act.

Discrimination or harassment based on any protected category will not be tolerated and is cause for disciplinary action up to and including termination of employment. To maintain our culture of integrity, we also encourage the reporting of concerns without the fear of retaliation. Any caregiver who believes he or she has been subjected to discrimination or retaliation may report it to his or her manager, to any member of Cleveland Clinic's management or to his or her Human Resources representative. Any applicant who believes he or she has been subjected to discrimination or retaliation may report it to Talent Acquisition, Human Resources, the Office of Physician Recruiting, the Office of Professional Staff Affairs, the Division of Education representative (as appropriate for the position), or the hiring manager. These reports will be investigated and appropriate corrective action taken.

In addition to the above reporting system, Cleveland Clinic periodically audits our equal opportunity and affirmative action activities to: (A) measure the effectiveness of our affirmative action program; (B) indicate any need for additional good faith programming; (C) determine the degree to which our objectives have been attained; (D) measure our compliance with the affirmative action program's specific obligations; and (E) determine whether females, minorities, individuals with disabilities and protected veterans have had the opportunity to participate in all educational, training, recreational and social activities we sponsor.

As the Chief Executive Officer and President of the Cleveland Clinic, I fully support Cleveland Clinic's commitment to equal employment opportunity and our affirmative action program. Le Joyce Naylor, Executive Director of Diversity and Inclusion, is leading Cleveland Clinic's affirmative action efforts and has been assigned responsibility for implementation of the affirmative action program and for ensuring that the equal employment opportunity policies are understood and followed.

Caregivers and applicants who wish to review the Affirmative Action Plans should contact James Barron, Program Manager, Employee Relations, at 216-448-1222 or [barronj2@ccf.org](mailto:barronj2@ccf.org), to schedule an appointment.

Delos M. Cosgrove, M.D.,  
Chief Executive Officer and President

07/31/2015  
Date