



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, gender expression, pregnancy, marital status, age, national origin, ethnicity, ancestry, disability, military (including veteran) status, citizenship, genetic information, or any other characteristic protected by federal, state or local law.

Cleveland Clinic will also provide reasonable accommodation to allow an otherwise qualified caregiver or applicant with a disability or with pregnancy-related limitations to perform the essential functions of their job, unless the accommodation would impose undue hardship on the operation of our business or a direct threat to the health or safety of the individual or others.

Caregivers and applicants may not be subjected to retaliation, including harassment, intimidation, threats, coercion or discrimination because they have engaged in or may engage in any of the following activities: (A) filing a complaint or reporting discrimination; (B) requesting reasonable accommodation; (C) assisting with or participating in an investigation, compliance evaluation, hearing or other activity related to the administration and enforcement of this policy the Non-Discrimination, Harassment and Retaliation Policy, the Sexual Misconduct in Education Policy, the Vietnam Era Veterans Readjustment Assistance Act of 1974 ("VEVRAA"), the Americans with Disabilities Act, Sections 503 and 504 of the Rehabilitation Act of 1973 (the "Rehabilitation Act"), Title VII of the Civil Rights Act of 1964, the Age Discrimination in Employment Act of 1967, or the Affirmative Action or non-discrimination provisions of any other federal, state, or local law; (D) opposing any act or practice prohibited by any of the foregoing policies, and laws requiring equal opportunity for protected veterans or individuals with disabilities; or (E) engaging in any other right protected by 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. Cleveland Clinic maintains various compliance reporting lines that permit employees to request anonymity. The System-Wide Anonymous Reporting Line (all areas including Florida) may call 1.800.826.9294. Or, any caregiver who believes that they have been subjected to discrimination, harassment or retaliation may report it to their manager, to any member of Cleveland Clinic's management or to their Human Resources representative. Any applicant who believes they have 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 Graduate Medical Education representative (as appropriate for the position), or the hiring manager. An individual who believes that they have been discriminated against on the basis of a disability may report it to the Section 504 Coordinator. Any participant in an educational program who believes that they have been discriminated against on the basis of their sex may report it to the Director of Educational Equity/Title IX Coordinator. All reports will be addressed and appropriate corrective action taken.

In addition to the above reporting system, Cleveland Clinic periodically audits our federally required 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 individuals with disabilities and protected veterans have had the opportunity to participate in all educational, training, recreational and social activities we sponsor.

As the CEO and President of the Cleveland Clinic, I fully support Cleveland Clinic's commitment to equal employment opportunity and our affirmative action program.

Tomislav Mihaljevic, M.D.
CEO and President

01/01/2026
Date