

UPMC Statement of Equal Employment Opportunity

It is our policy to provide equal employment opportunity (EEO) according to job qualifications without discrimination on the basis of race, color, religion, ancestry, national origin, age, sex, genetics, sexual orientation, gender identity, or marital, familial, or disability status or status as a protected Veteran or any other legally protected group status. UPMC is committed to taking positive steps to eliminate barriers that may exist in EEO and in employment practices. Areas of focus include, but are not limited to: recruiting, hiring, promotion, demotion, transfer, layoff, termination, rates of pay or other forms of compensation, training, and education. UPMC will provide reasonable accommodation to known physical or mental limitations of an otherwise qualified employee or applicant for employment.

It is also the company's policy to prohibit any and all forms of retaliation against any individual who has complained of harassing or discriminatory conduct, or participated in a company or agency investigation into such complaints.

Staff members and others working for UPMC at all levels are expected to implement and abide by the UPMC policy of nondiscrimination in services and employment opportunity. All staff members are expected to make every reasonable effort to carry out their responsibilities to assure that equal employment opportunity is available to all. It is further expected that all staff members will demonstrate sensitivity to and respect for a culturally diverse workforce and demonstrate commitment to UPMC's equal opportunity and affirmative action objectives.

The importance of fulfilling this policy can not be overemphasized. Any violation of this policy by a staff member of UPMC may result in corrective action up to and including discharge.

The chief human resource officer of UPMC and the senior Human Resources administrator of each UPMC business unit have the ultimate responsibility to establish the spirit of the affirmative action program. Our program's audit and reporting system enables us to measure the effectiveness of our program, indicate any need for remedial action, determine the degree to which our objectives have been attained, measure our compliance with the program's specific obligations, and document actions taken to comply with these obligations. The Human Resource administrators are assigned the overall responsibility for effective administration of this policy throughout UPMC. The non-confidential portions of the affirmative action program for individuals with disabilities and protected veterans shall be available for inspection upon request by any employee or applicant for employment by contacting the HR Compliance office at 412-647-1192, M-F, 9:00am – 4:00pm.

UPMC will continue to support and promote equal employment opportunity, human dignity, and racial, ethnic, and cultural diversity. This policy applies to admissions, employment, and access to and treatment in UPMC programs and activities. This commitment is made by UPMC in accordance with federal, state, and/or local laws and regulations.