



## **REAFFIRMATION OF AFFIRMATIVE ACTION POLICY STATEMENT**

Ochsner Health reaffirms its belief and commitment in equal employment opportunity for all employees and applicants for employment in all terms and conditions of employment.

Ochsner Health has developed and maintained a written Affirmative Action Program (AAP). Ochsner Health's President and Chief Executive Officer, Warner L. Thomas, supports the Affirmative Action Program and urges each employee to commit to carrying out the intent of this policy. Ochsner Health maintains an audit and reporting system to determine overall compliance with its equal employment opportunity mandates. The Human Resources Compliance Manager oversees the Affirmative Action Plan development, modification, implementation, effectiveness, reporting requirements and conducts management updates. Ochsner Health invites any applicant and/or employee to review the written Affirmative Action Plan. The Affirmative Action Plan is available for inspection by any employee or applicant for employment upon request through the HR Solution Center. They can be reached at 504-842-4748 (x2HR4U) or at [MyHR@ochsner.org](mailto:MyHR@ochsner.org)

As part of Ochsner Health's commitment to this overall process, it will seek to ensure that all aspects of employment, including recruitment, selection, job assignment, training, compensation, benefits, discipline, promotion, transfer, layoff and termination processes remain free of illegal discrimination based upon race, color, religion, age, sex, sexual orientation, gender identity, gender expression, national origin or ancestry, citizenship, disability status (as defined under Section 503 of the Rehabilitation Act of 1973), protected veteran status (as defined under Vietnam Era Veterans' Readjustment Assistance Act of 1974) or any other protected characteristic under applicable law. Ochsner Health ensures that all employment decisions are based only on valid job requirements. Regular review helps to ensure compliance with this policy.

Ochsner Health will ensure that employees and applicants shall not be subjected to harassment due to their status described above, or any harassment, intimidation, threats, coercion or discrimination because they have engaged in or may engage in any of the following activities; (1) filing a complaint with Ochsner Health or with federal, state, or local agencies regarding status covered under this AAP, (2) assisting or participating in any investigation, compliance review, hearing, or any other activity related to the administration of any federal, state, or local equal employment opportunity or Affirmative Action statute pertaining to the status covered under this AAP; (3) opposing any act or practice made unlawful by section 503 and/or VEVRAA, and (4) exercising any other right protected by section 503 and/or VEVRAA or its implementing regulations in this part.

Warner L. Thomas

A handwritten signature in blue ink that reads "Warner L. Thomas".

2020 Affirmative Action Program  
Ochsner Health