



EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

It is the policy of Illinois Health and Hospital Association (IHA) not to discriminate against any employee or applicant for employment because of his or her race, color, religion, sex, sexual orientation, gender identity, national origin, or because he or she is an individual with a disability or disabled veteran, Armed Forces service medal veteran, recently separated veteran, or active duty wartime or campaign badge veteran, or thereafter referred collectively as "protected veterans." It is also the policy of IHA to take affirmative action to employ and to advance in employment, all persons regardless of their status as individuals with disabilities or protected veterans, and to base all employment decisions only on valid job requirements. This policy shall apply to all employment actions, including but not limited to recruitment, hiring, upgrading, promotion, transfer, demotion, layoff, recall, termination, rates of pay or other forms of compensation, and selection for training, including apprenticeship, at all levels of employment. Furthermore, the Association will provide qualified applicants and employees who request an accommodation due to a disability with reasonable accommodations, as required by law.

IHA prohibits harassment of employees and applicants because they are individuals with disabilities or protected veterans. IHA also prohibits retaliation against employees and applicants for filing a complaint, opposing any discriminatory act or practice, assisting or participating in any manner in a review, investigation, or hearing or otherwise seeking to obtain their legal rights under any Federal, State, or local EEO law requiring equal employment opportunity for individuals with disabilities and protected veterans. Prohibited retaliation includes, but is not limited to, harassment, intimidation, threats, coercion or other adverse actions that might dissuade someone from asserting their rights.

As President & CEO of IHA, 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 Association, I have selected Kristen Sesso, PHR, SHRM-CP, CPSP as the Senior Director, Human Resources for IHA. One of the Senior Director, Human Resources' duties will be to establish and maintain an internal audit and reporting system to allow for effective measurement of IHA's programs.

In furtherance of IHA's policy regarding affirmative action and equal employment opportunity, IHA has developed a written Affirmative Action Program (AAP) which sets forth the policies, practices and procedures that IHA is committed to in order to ensure that its policy of nondiscrimination and affirmative action for qualified individuals with disabilities and qualified protected veterans is accomplished. This AAP is available for inspection by any employee or applicant for employment upon request during normal business hours at the Human Resources department. Any questions should be directed to me, your supervisor, or Kristen Sesso, PHR, SHRM-CP, CPSP, Senior Director, Human Resources.

A.J. Wilhelmi
President & CEO
Illinois Health and Hospital Association
June 1, 2021



Reaffirmation of EEO Policy

Illinois Health and Hospital Association's (IHA) employees are our most important asset. Our continued success and development depends on the future and effective use of all of our skills and talents to their fullest extent. IHA has an obligation to hire and develop the best people we can find based on job-related qualifications and irrespective of any characteristics protected under applicable law.

IHA is committed to the principles of Equal Employment Opportunity and Affirmative Action because it is morally right and legally required. It is the obligation of each officer, manager, and supervisor to ensure all employment activities are conducted in an equal and equitable fashion, without regard to race, color, creed, religion, sex (including pregnancy, childbirth or related medical conditions), sexual orientation, gender identity or expression, transgender status, age, national origin, marital status, citizenship, physical and mental disability, criminal record, genetic information, predisposition or carrier status, status with respect to receiving public assistance, domestic violence victim status, a disabled, special, recently separated, active duty wartime, campaign badge, Armed Forces service medal veteran, or any other characteristics protected under applicable law.

Such employment activities include, but are not limited to: recruitment, advertising, selection, hiring, training, promotion, upgrade, demotion, transfer, layoff, discharge, return from layoff, leaves of absence, performance evaluation, rate of pay, other compensation and fringe benefits and selection for training, including apprenticeship, at all levels of employment.

Further, IHA will not discharge or in any other manner discriminate against employees or applicants because they have inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant.

We will be measuring ourselves against specific objectives which will continue to move our organization toward full and equal participation of all employees in the numerous opportunities available here. Periodic analysis will ensure our progress towards these goals.

A.J. Wilhelmi
President & CEO
Illinois Health and Hospital Association
June 1, 2021