



NKYHEALTH
NORTHERN KENTUCKY HEALTH DEPARTMENT



Equal Employment Opportunity and Affirmative Action Policy

POLICY: PP 2.1.1 / PP 2.1.2

Authorized by: Lynne Saddler, MD, MPH

Replaces policy: same name,
dated 7/1/2019

Date issued: 7/1/2011

Contact: Human Resources Administrator

Date reviewed/updated: 7/1/2020

It is the policy of Northern Kentucky Health Department (NKY Health) to encourage and support equal employment opportunity for all employees and applicants for employment without regard to age (40 or over), HIV/AIDS status, race, color, religion, sex, pregnancy, childbirth, pregnancy/childbirth related medical conditions, national origin, disability, sexual orientation, gender identity, veteran status, family status, smoker status, genetic information or any other legally protected classification except where a bona fide occupational qualification applies. Employment decisions will be evaluated on the basis of an individual's skills, knowledge, abilities, job performance, and other legitimate qualifications. Equal Employment Opportunity is among the highest priorities for NKY Health.

NKY Health participates in the affirmative action program (AAP) of the Commonwealth of Kentucky set forth in KRS § 18A.138, which was expanded by Executive Order 2006-402 to ensure that all applicants and employees are afforded equal employment opportunities within the state government. NKY Health's AAP reflects the Department's commitment to both good government and equitable treatment of all NKY Health employees and applicants seeking employment with NKY Health. Affirmative action and equal employment opportunity affects all employment practices at NKY Health including recruiting, hiring, transfer, promotion, training, compensation, benefits, seniority, termination of employment, and opportunities for professional growth.

I am held responsible for EEO and Affirmative Action performance in this establishment. As District Director of Health, I am responsible for developing and monitoring affirmative action and other equal employment opportunity programs. However, management personnel at every level must share in the responsibility for promoting affirmative action and equal employment opportunity to ensure that compliance is achieved.

Harassment of any kind, including sexual harassment is strictly prohibited. Complaints of harassment will be investigated rapidly and thoroughly and employees who are found to have behaved in such a way will be disciplined, up to possible dismissal from payroll. Harassment is considered a serious behavior problem and will not be tolerated at NKY Health. If you have a complaint of harassment, you may see your immediate supervisor, or any management individual, including our Human Resources Administrator or myself. You can be assured that we will do all we can to maintain confidentiality, but an investigation will be conducted. Retaliation for filing a complaint of discrimination (of any kind) is not permitted and will not be tolerated.

Equal opportunity must be part of the fabric of all personnel decisions at NKY Health. Successful performance on our affirmative action goals will provide benefits to the company to the full utilization and development of previously underutilized human resources. NKY Health's Affirmative Action Plan is available 24/7 on the HR Site for Employees or by contacting Human Resources during business hours at (859) 344-5476 or karen.domaschko@NKY Health.org.

The Human Resources Administrator will periodically bring this policy to the attention of the supervisory work force who will administer it with a positive attitude. It remains the responsibility of all supervisors to ensure the affirmative implementation of this policy.

PLEASE POST UNTIL REVISED

Lynne M. Saddler, MD, MPH

Lynne Saddler, MD, MPH
District Director of Health
7/1/2020