

EQUAL EMPLOYMENT OPPORTUNITY POLICY

Canvas Health is committed to the principles of equal employment opportunity and affirmative action. The organization complies with all applicable Equal Employment/Affirmative Action laws, directives and regulations of federal, state and local governing bodies and agencies.

Canvas Health is an Equal Opportunity Employer committed to creating a diverse workforce. Canvas Health will not discriminate against any employee or applicant based upon a person's race, color, creed, religion, national origin, sex, marital status, sexual orientation or perceived sexual orientation, gender identity, disability, status with regard to public assistance, age, sexual or affectional orientation, familial status, ancestry, local human rights commission activity, citizenship, genetic information, protected veteran or military status, or any other protected class. Canvas Health will maintain a zero tolerance for this behavior.

Authority

MN Statute 363A
Title VII of the Civil Rights Act of 1964
Americans with Disabilities Act (ADA/ADAAA)

Applicability

- Canvas Health
- HSI-Crisis Connection, LLC
- HSI-New Generations, LLC

Definitions

Equal Employment Opportunity (EEO) - an employment practice where employers do not engage in employment activities that are prohibited by law.

Guidelines and Implementation

- I. In support of the commitment to the principles of EEO and affirmative action, Canvas Health will:
 - A. Take Affirmative Action to ensure that all employment practices are free of such discrimination. Such employment practices include, but are not limited to, the following: hiring, promotion/upgrading, demotion, transfer, recruitment or recruitment advertising, selection, leaves of absence, layoff, disciplinary action, termination, rates of pay or other forms of compensation, fringe benefits, selection for training, including apprenticeship and other aspects of employment.
 - B. Provide reasonable accommodation to applicants and employees with disabilities.
 - C. Commit the necessary time and resources, both financial and human, to achieve

the goals of EEO and Affirmative Action.

- D. Make a good faith effort to reasonably accommodate the physical and mental limitations of disabled veterans and individuals with disabilities unless such accommodation would impose undue hardship on the agency.
 - E. Fully support incorporation of non-discrimination and Affirmative Action rules and regulations into contracts.
 - F. Evaluate the performance of its management and supervisory personnel on the basis of their involvement in achieving these Affirmative Action objectives as well as other established criteria. Any employee or subcontractor of Canvas Health who does not comply with the EEO Policies and Procedures as set forth in this Statement and Plan will be subject to disciplinary action or appropriate legal sanctions. In addition, all other employees are expected to perform their job responsibilities in a manner that supports equal employment opportunity for all.
- II. Employees and applicants are protected from retaliation, coercion, intimidation, interference, or discipline for filing a charge (or complaint) of discrimination, participating in a discrimination proceeding, or otherwise opposing an unlawful employment practice.
- III. The Canvas Health Board of Directors has appointed the Chief Executive Officer as the EEO Coordinator with responsibility to manage the EEO Program. Responsibilities include monitoring all EEO activities and reporting the effectiveness of this Affirmative Action Program, as required by Federal, State and Local agencies.
- A. The Chairman of Canvas Health's Board of Directors will receive and review reports on the progress of the program.
 - B. If any employee or applicant for employment believes he/she has been discriminated against, please contact the Chief Executive Officer of Canvas Health, 7066 Stillwater Boulevard North, Oakdale, Minnesota 55128, or call (651) 777-5222.
 - C. Responsible parties will investigate allegations of discrimination or harassment as confidentially and promptly as possible, and appropriate action will be taken in response to these investigations.
- IV. A copy of Canvas Health's Affirmative Action Plan may be inspected during normal business hours by contacting the Director of Human Resources. No adverse action will be taken against any applicant or employee for making a request to see Canvas Health's Affirmative Action Plan, self-identifying their veteran or disability status, making a suggestion concerning this policy or for reporting a problem or complaint.

References

See: Canvas Health Affirmative Action Plan

Attachments

No attachments

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Supersession

Equal Employment Opportunity Policy 06.2016