



A PARTNERSHIP FOR THE FUTURE OF HEALTH CARE

## Equal Employment Opportunity/Affirmative Action Program Policy Statement

*HealthInsight* is committed to a policy of equal employment opportunity and to a program of affirmative action in order to fulfill that policy. The CEO and President of *HealthInsight* fully supports the organization's equal employment opportunity policy and Affirmative Action Program.

*HealthInsight* will accordingly recruit, hire, train, and promote persons in all positions and ensure that all other personnel actions are administered without regard to unlawful criteria including race, color, religion, ancestry, national origin, place of birth, sex, sexual orientation, disability, age, positive HIV-related blood test results, genetic information, gender identity or expression, or status as a disabled veteran, recently separated veteran, active duty wartime or campaign badge veteran, or Armed Forces service medal veteran (collectively "protected veterans"), as these terms are defined under applicable law, or any other factor or characteristic protected by law, and we will ensure that all employment decisions are based only on valid job requirements.

***HealthInsight* shall abide by the requirements of 41CFR §§ 60-300.5(a), 60-741.5(a), and 60-1.4(a). These regulations prohibit discrimination against qualified individuals on the basis of protected veteran status or disability, and require affirmative action by covered prime contractors and subcontractors to employ and advance in employment qualified protected veterans and individuals with disabilities.**

In addition, *HealthInsight* recognizes that discriminatory harassment and sexual harassment are forms of unlawful discrimination, and it is, therefore, the policy of *HealthInsight* that discriminatory harassment and sexual harassment will not be tolerated. *HealthInsight* also prohibits unlawful harassment on the basis of other characteristics protected by law.

Further, employees and applicants will not be subjected to harassment, intimidation, threats, coercion, or retaliation because they have engaged in or may engage in the following: filing a complaint or assisting or participating in an investigation regarding alleged discrimination or harassment as prohibited in the policy statement above; filing a complaint or assisting or participating in an investigation, compliance evaluation, hearing, or any other activity related to the administration of the Vietnam Era Veterans' Readjustment Assistance Act of 1974 Equal Employment Opportunity/ Affirmative Action Policy Statement ("VEVRAA"), Section 503 of the Rehabilitation Act of 1973 ("Rehabilitation Act"), or the Affirmative Action provisions of any other federal, state or local law; opposing any act or practice made unlawful by VEVRAA or any other federal, state, or local law requiring equal employment opportunities for individuals with disabilities or protected veterans; or exercising any other rights protected by VEVRAA or the Rehabilitation Act.

*HealthInsight* maintains an audit and reporting system that measures the effectiveness of the organization's Affirmative Action Program; indicates any need for remedial action; determines

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the degree to which the organization's objectives have been attained; and measures the compliance with its affirmative action obligations.

This Policy Statement is designed to express *HealthInsight's* intent and commitment to comply with the requirements of federal, state, and local non-discrimination laws. It shall be applied co extensively with those non-discrimination laws and shall not be interpreted as creating any rights, contractual or otherwise, that are greater than exist under those laws.

Questions regarding this policy statement or compliance with its provisions may be directed to:

Dawn M. Miller  
Affirmative Action Officer  
*HealthInsight* New Mexico  
5801 Osuna Road N.E.  
Albuquerque, NM 87109  
505.998.9738

A handwritten signature in blue ink, appearing to read "MB", is written over a horizontal line.

Marc Bennett  
CEO and President