

Policy Statement

Affirmative Action for Individuals with Disabilities

It is the policy of William Bee Ririe Critical Access Hospital and Rural Health Clinic (WBRH) not to discriminate against any employee or applicant for employment because of mental or physical disability, in regard to any position for which the employee or applicant is qualified, and to take affirmative action to employ and advance in employment qualified individuals with disabilities.

An "individual with a disability" includes any person who has a physical or mental impairment that substantially limits one or more of that person's major life activities, has a record of such an impairment, or is regarded as having such an impairment.

We recognize our obligation to communicate this policy in such a manner as to foster understanding, acceptance, and support among our managers, supervisors, and other employees.

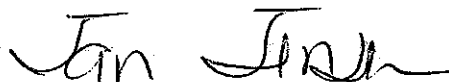
We are committed to personnel practices that recruit, hire, train, and promote persons in all job titles. We make good faith efforts so that personnel actions are administered without regard to disability, and that employment decisions are based only on valid job requirements.

We have implemented an audit and reporting system to assist our organization in: measuring the effectiveness of this Program; indicating the need for remedial actions; determining the degree to which our objectives are being attained; determining whether individuals with known disabilities are able to participate in WBRH-sponsored educational, training, recreational, and social activities; and otherwise measuring our compliance with our Affirmative Action Program.

Employees and applicants will not be subjected to harassment, intimidation, threats, coercion, or discrimination for filing a complaint, assisting or participating in an investigation, or any other activity related to the administration of any federal, state, or local law requiring equal opportunity for persons with disabilities.

Vicki Pearce, Human Resources Manager, has been appointed EEO Officer and is assigned responsibility for implementing this Program. She may be reached at 1500 Avenue H, Ely, Nevada 89301, (775) 289-3467, ext. 299. The Affirmative Action Plan for Individuals with Disabilities may be examined during regular business hours by arrangement with Vicki Pearce.

As of January 1, 2014



Jan Jensen
Chief Executive Officer