

## Policy Statement

### **Affirmative Action Plan for Disabled Veterans, Recently Separated Veterans, Other Protected Veterans, and Armed Forces Service Medal Veterans**

William Bee Ririe Critical Access Hospital and Rural Health Clinic (WBRH), an equal opportunity employer, pledges that it is and has been our policy to take affirmative action to employ and advance in employment qualified disabled Veterans, recently separated Veterans, other protected Veterans, and Armed Forces Service Medal Veterans (Veterans), and not to discriminate against any employee or applicant for employment because of any individual's status as a Veteran.

We recognize our obligation to communicate internally and externally in a manner that fosters understanding, acceptance, and support among our executives, managers, supervisors, and other employees.


WBRH will ensure that applicants and employees who are Veterans are informed of the contents of this policy (e.g., having the EEO policy read to a visually disabled individual or posting the policy on a bulletin board low enough to enable an individual in a wheelchair easy access).

WBRH has implemented an audit and reporting system to assist our organization in measuring the effectiveness of this Program. 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 an individual's status as a Veteran, and that employment decisions are based only on valid job requirements.

Employees and applicants will not be subjected to harassment, intimidation, threats, coercion, or discrimination for any of the following activities: filing a complaint; assisting or participating in an investigation, compliance evaluation, hearing, any other activity related to the administration of the affirmative action provisions of the Vietnam Era Veterans' Readjustment Assistance Act (VEVRAA) of 1974 as amended, or any federal, state, or local law requiring equal opportunity for Veterans; opposing any act or practice made unlawful by VEVRAA or its implementing regulations; or exercising any other right protected by VEVRAA or its implementing regulations.

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

As of January 1, 2014

  
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Jan Jensen  
Chief Executive Officer