



**To: Employees of Montrose Memorial Hospital and Applicants for Employment**

**From: Steve Hannah, CEO**

**Date: September 1, 2014**

**RE: Equal Employment Opportunity Policy**

**Policy:**

It is the policy of Montrose Memorial Hospital to base all employment decisions on the principles of equal employment opportunity and to take affirmative action in the employment of women, minorities, individuals with disabilities, and veterans. In Particular, it is company policy:

- To recruit, hire, promote, reassign, and train qualified persons without regard to race, color, religion, sex, sexual orientation, national origin, age, disability, or veterans status
- To undertake, through affirmative efforts, to improve employment opportunities for minorities, women, people with disabilities, and veterans
- To administer personnel actions such as compensation, benefits, transfers, layoff, return from layoffs, company-sponsored training, education, social and recreational programs without regard to race, color, religion, sex, sexual orientation, or national origin
- To provide reasonable accommodation where feasible, and otherwise treat equally, qualified individuals with disabilities.

Additionally, Montrose Memorial Hospital fully supports the “Americans with Disabilities Act” (ADA), and will respond to requests for job accommodations.

This Statement is a part of our affirmative Action Plan. Information on the Individuals with Disabilities and Veterans Program are available for review by employees and applicants in the office of our EEO official, Kathy Mckie, Director, Human Resources. Any questions you have in this area should be addressed to her at (970) 240-7395, during our regular business hours.