

**BIRMINGHAM VAHCS
EQUAL EMPLOYMENT OPPORTUNITY & ANTI-HARASSMENT
POLICY STATEMENT**

It is the policy of this Medical Center including its Community Based Outpatient Clinics to provide equal opportunity in employment for all employees and applicants for employment regardless of race, color, religion, gender, age, national origin, disability, sexual orientation, status as a parent or reprisal for prior EEO activity; and to maintain a work environment that is free of any form of unlawful discrimination, including all forms of workplace harassment, both sexual and non-sexual.

Equal employment opportunity encompasses all personnel and employment programs, management practices, and decisions including, but not limited to: recruitment & hiring, merit promotion, transfer, reassignment, training & career development, benefits, and separation. Discrimination against employees based on protected genetic information, or on information about a request for or the receipt of genetic services is also prohibited.

No individual on the basis of race, gender, color, national origin, disability, religion, age, sexual orientation, or status as a parent, shall be excluded from participation in, be denied the benefits of, or be subjected to discrimination in any Federally-conducted education or training, program or activity. Furthermore, Federally-conducted programs or activities operated with VA funds will comply with established Limited English Proficiency (LEP) guidelines.

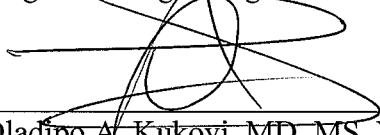
This Medical Center and its Community Based Outpatient Clinics will promote a proactive and ongoing Federal Equal Opportunity Recruitment Program (FEORP) to eradicate barriers to employment and achieve an ever increasingly diverse work force; with special emphasis on minorities, women, individuals with disability and disabled veterans, in accordance with public law 95-454 and subsequent regulations and guidance issued by the Office of Personnel Management.

As the Director at this facility, I am committed to a work environment that is free of any form of unlawful discrimination, including sexual harassment. I will frequently communicate to the Medical Center's Service Chiefs, managers and supervisors the importance of remaining mindful of EEO obligations and encourage them to communicate this message to their staff. This responsibility is incorporated into performance assessment and will be emphasized through administrative staff meetings and training programs. To ensure staff remain educated on both their rights and responsibilities in support of a discrimination-free workplace, all employees will receive initial and refresher EEO training, and ready access to an onsite impartial and non-judgmental EEO Program Manager for confidential counseling.

All employees have the right to compete on a fair and level playing field and will be provided prompt, fair, and impartial review and adjudication of complaints alleging issues of employment discrimination. Reprisal against one who engages in protected activity will not be tolerated; this facility supports the rights of all employees to exercise their rights under EEO civil rights statutes.

Staff believing they have been discriminated against, are encouraged to immediately contact the Medical Center's EEO Program Manager for counseling. Additionally, in accordance with EEO complaint processing timeframe policy, staff believing they have been discriminated against based on their race, color, religion, gender, age, national origin, disability, sexual orientation, reprisal or harassment (both sexual and non-sexual); and desire to inquire and/or file a complaint of discrimination must contact an Office of Resolution Management (ORM) counselor within 45-days of the alleged discrimination at (888) 566-3982 in order to commence the EEO complaint process in a timely manner.

Veterans, caregivers, contractors, vendors, and all others doing business with the BVAHCS who believe that they have been subjected to unlawful discrimination and/or harassment are encouraged to contact the BVAHCS EEO Program Manager for guidance.



Oladipo A. Kukoyi, MD, MS, VHA-CM
Executive Director

November 1, 2022