



Equal Employment Opportunity/Affirmative Action (EEO/AA)

NRC Health is committed to a policy and practice of affirmative action and nondiscrimination in all matters of employment. NRC Health will not tolerate discrimination against any associate or applicant because of race, color, religion, sex, gender identity, age, marital status, sexual orientation, national origin, genetic information, ancestry, veteran status, or disability.

Policy	It is the policy of NRC Health to ensure non-discriminatory application of all employment actions, including but not limited to recruitment, hiring, upgrading, promotion, transfer, demotion, layoff, recall, termination, rates of pay or other forms of compensation and selection for training at all levels of employment. Employment practices are based solely on the qualifications of each individual and appropriate job-related standards. Such decisions must comply with federal, state and/or local laws prohibiting employment discrimination.
Affirmative Action (AA) Program	As a government contractor, the Corporation implements various Affirmative Action measures to ensure equal employment opportunities for minorities, women, qualified individuals with disabilities, qualified special disabled veterans and veterans protected by federal law.
Complaints	Any associate or applicant who believes there has been a violation of this policy should promptly present the complaint orally or in writing to any appropriate level of management or Associate Resources he/she believes will best be able to fairly address the problem. An impartial investigation will be conducted and appropriate corrective action will be taken.
Protection from Retaliation	Associates and applicants will not be subjected to harassment, intimidation, threats, coercion, retaliation, or discrimination for filing a complaint or assisting in an investigation. Associates who violate this policy will be subject to corrective action, up to and including termination.
Responsibility	The Director of Associate Resources serves as the Affirmative Action Officer and is responsible for this policy. Each business unit and department is responsible for conducting its recruitment and employment practices in conformity with the principles of NRC Health's EEO and Affirmative Action Program.
Questions	For questions, please contact the Director of Associate Resources. To view NRC Health's Affirmative Action Program, please visit the Associate Resources team between normal business hours.