



CIVIL RIGHTS POLICY
EQUAL EMPLOYMENT
OPPORTUNITY AND EXCESSIVE
FORCE

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Purpose

Calhoun Liberty Hospital (the Hospital) is committed to providing equal employment opportunities to all applicants and employees. The Hospital judges applicants and employees on individual merit and qualifications, without regard to race, color, religion, sex, national origin, age, pregnancy, disability, sexual orientation, gender identity, or other protected classes. The only exceptions are based on occupational qualifications.

The purpose of this Policy is to identify and delineate the Hospital's commitment to practices that comply with requirements such as Title VI of the Civil Rights Act of 1964, Title VII of the Civil Rights Act of 1964, and Executive Order 11246. It also includes an excessive force policy, protecting the right to demonstrate non-violently.

Civil Rights Policy Statement

The Hospital certifies that it will abide by the following federal laws and regulations:

1. Title VI of the Civil Rights Act of 1964 – This act states that no person shall be excluded from participation, denied program benefits, or subjected to discrimination on the basis of race, color, or national origin.
2. Title VII of the Civil Rights Act of 1964 – prohibits employment discrimination on the basis of race, color, religion, sex or national origin;
3. Title VIII of the Civil Rights Act of 1968 – This act prohibits discrimination in housing on the basis of race, color, religion, sex, or national origin. It also requires HUD to administer its programs in a manner that affirmatively promotes fair housing;
4. Section 3 of the Housing and Urban Development Act of 1968, as amended – To the greatest extent feasible, employment and other economic opportunities should be directed to low- and very low-income persons (Section 3 workers) and business concerns (Section 3 businesses) which provide economic opportunities to low- and very low-income persons.
5. Section 504 of the Rehabilitation Act of 1973 and 24 CFR part 8 – This act states that no otherwise qualified individual shall, solely by reason of his or her handicap, be excluded from participation (including employment), denied program benefits, or subjected to discrimination;
6. Section 109 of the Housing and Community Development Act of 1974 – This act states that, under any program or activity funded in whole or in part under Title I or Title II of the act (regardless of a contract's dollar value), no person shall be excluded from participation (including employment), denied program benefits or subjected to discrimination on the basis of race, color, national origin, or sex;
7. Age Discrimination Act of 1975 – This act states that no person shall be excluded from participation, denied program benefits, or subjected to discrimination on the basis of age;
8. Executive Order 11063 – Equal Opportunity in Housing – This order states that no person shall, on the basis of race, color, religion, sex or national origin, be discriminated against in

housing (and related facilities), provision of federal assistance, or lending practices with respect to residential practices when such practices are connected with loans insured or guaranteed by the federal government.

9. Executive Order 11246 – Equal Employment Opportunity – This order states that no person shall be discriminated against on the basis of race, color, religion, sex, or national origin in any phase of employment during the performance of federal or federally assisted construction contracts in excess of \$10,000.
10. 24 CFR 5.105 - Equal Access to HUD-assisted or Insured Housing – This regulation requires equal access to housing in HUD programs, regardless of sexual orientation, gender identity, or marital status.
11. Chapter 760, Florida Statutes: Includes the Florida Civil Rights Act and Fair Housing Act.

Any conduct of discrimination that is based on race, color, religion, sex, national origin, age, pregnancy, disability, sexual orientation, gender identity or any other protected class will result in disciplinary action up to and including termination. Retaliation against persons alleging discrimination and persons involved in the act or investigation process is prohibited.

Equal Opportunity Statement

The Hospital is an Equal Opportunity Employer. It shall not discriminate in employment practices against any protected class, and will affirmatively further employment opportunities for all persons in accordance with federal rules and regulations, and its Affirmative Action Program.

Equal Opportunity Clause

The following clause, from 41 CFR Part 60-1.4(b) will be incorporated into all contracts and subcontracts that meet the definition of “federally assisted construction contract”:

During the performance of this contract, the contractor agrees as follows:

(1) The contractor will not discriminate against any employee or applicant for employment because of race, color, religion, sex, sexual orientation, gender identity, or national origin. The contractor will take affirmative action to ensure that applicants are employed, and that employees are treated during employment, without regard to their race, color, religion, sex, sexual orientation, gender identity, or national origin. Such action shall include, but not be limited to the following: Employment, upgrading, demotion, or transfer, recruitment or recruitment advertising; layoff or termination; rates of pay or other forms of compensation; and selection for training, including apprenticeship. The contractor agrees to post in conspicuous places, available to employees and applicants for employment, notices to be provided by the contracting officer setting forth the provisions of this nondiscrimination clause.

(2) The contractor will, in all solicitations or advertisements for employees placed by or on behalf of the contractor, state that all qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, or national origin.

(3) The contractor will not discharge or in any other manner discriminate against any employee or applicant for employment because such employee or applicant has inquired about,

discussed, or disclosed the compensation of the employee or applicant or another employee or applicant. This provision shall not apply to instances in which an employee who has access to the compensation information of other employees or applicants as a part of such employee's essential job functions discloses the compensation of such other employees or applicants to individuals who do not otherwise have access to such information, unless such disclosure is in response to a formal complaint or charge, in furtherance of an investigation, proceeding, hearing, or action, including an investigation conducted by the employer, or is consistent with the contractor's legal duty to furnish information.

(4) The contractor will send to each labor union or representative of workers with which it has a collective bargaining agreement or other contract or understanding, a notice to be provided by the agency contracting officer, advising the labor union or workers' representative of the contractor's commitments under section 202 of Executive Order 11246 of September 24, 1965, and shall post copies of the notice in conspicuous places available to employees and applicants for employment.

(5) The contractor will comply with all provisions of Executive Order 11246 of September 24, 1965, and of the rules, regulations, and relevant orders of the Secretary of Labor.

(6) The contractor will furnish all information and reports required by Executive Order 11246 of September 24, 1965, and by the rules, regulations, and orders of the Secretary of Labor, or pursuant thereto, and will permit access to his books, records, and accounts by the contracting agency and the Secretary of Labor for purposes of investigation to ascertain compliance with such rules, regulations, and orders.

(7) In the event of the contractor's non-compliance with the nondiscrimination clauses of this contract or with any of such rules, regulations, or orders, this contract may be canceled, terminated or suspended in whole or in part and the contractor may be declared ineligible for further Government contracts in accordance with procedures authorized in Executive Order 11246 of September 24, 1965, and such other sanctions may be imposed and remedies invoked as provided in Executive Order 11246 of September 24, 1965, or by rule, regulation, or order of the Secretary of Labor, or as otherwise provided by law.

(8) The contractor will include the provisions of paragraphs (1) through (8) in every subcontract or purchase order unless exempted by rules, regulations, or orders of the Secretary of Labor issued pursuant to section 204 of Executive Order 11246 of September 24, 1965, so that such provisions will be binding upon each subcontractor or vendor. The contractor will take such action with respect to any subcontract or purchase order as may be directed by the Secretary of Labor as a means of enforcing such provisions including sanctions for noncompliance: *Provided*, however, that in the event the contractor becomes involved in, or is threatened with, litigation with a subcontractor or vendor as a result of such direction, the contractor may request the United States to enter into such litigation to protect the interests of the United States.

Excessive Force Policy

In accordance with Section 519, Public Law 101-144, the Department of Veterans Affairs and Housing and Urban Development, and Independent Agencies Appropriations Act, 1990; and section 906 of Public Law 101-625, and the Cranston-Gonzalez National Affordable Housing Act, 1990, The Hospital shall not:

1. Use excessive force through law enforcement agencies within its jurisdiction against any individuals engaged in non-violent civil rights demonstrations; and
2. Physically bar entrance or exit to one of its facilities or locations which is the subject of non-violent civil rights demonstrations within its jurisdiction.

Typically, nonviolent demonstrations are peaceful tactics to achieve social change. Examples include distribution of information, picketing, marches, and vigils.

Equal Employment Opportunity Coordinator

The CEO of Calhoun Liberty Hospital shall be the Equal Employment Opportunity Coordinator, unless they designate a different individual to fulfill such a role.

Civil Rights Compliance Officer

The CEO of Calhoun Liberty Hospital shall be the Civil Rights Compliance Officer, unless they designate a different individual to fulfill such a role.

Contacting the Equal Employment Opportunity Coordinator and Civil Rights Compliance Officer

The Equal Employment Opportunity Coordinator will be available during regular business hours to receive calls related to Equal Employment Opportunity. Their contact information will be published on a quarterly basis in the local newspaper, or posted to the Hospital's main webpage so that people know who to call to ask Equal Employment Opportunity questions or to register a complaint.

Equal Employment Opportunity Calls will log the following:

- The nature of the call,
- Actions taken in response to the call, and
- Results of actions taken

Calls and actions taken will be logged utilizing the form found in Appendix A.

The Civil Rights Compliance Officer will be available during regular business hours to receive calls related to Civil Rights. Their contact information will be published on a quarterly basis in the local newspaper, or posted to the Hospital's main webpage so that people know who to call to ask Civil Rights questions or to register a complaint.

Civil Rights Calls will log the following:

- The nature of the call,
- Actions taken in response to the call, and
- Results of actions taken

Calls and actions taken will be logged utilizing the form found in Appendix B.

Appendix A: Log for EEO Inquiries

Equal Employment Opportunity Inquiry Log

Calhoun-Liberty Hospital

This form can be utilized to capture Equal Employment Opportunity-related calls and inquiries made to the EEO Coordinator. This form will log nature of calls, actions taken, and results of actions.

- Date:
- Caller Name:
- Caller Contact:
- Caller Address:

	EEO Detail	Other Notes / Further Information
What was the nature of the call? <i>(Taken on date of the call)</i>		
What actions will the Hospital / EEO Coordinator take to address the call? <i>(Can be entered on date of call or shortly afterward)</i>		
What were the results of the action taken to address the call? <i>(To be obtained within 1 month of actions taken)</i>		

Appendix B: Log for Civil Rights Inquiries

Civil Rights Inquiry Log

Calhoun-Liberty Hospital

This form can be utilized to capture Civil Rights-related calls and inquiries made to the Civil Rights Compliance Officer. This form will log nature of calls, actions taken, and results of actions.

- Date:
- Caller Name:
- Caller Contact:
- Caller Address:

	Civil Rights Detail	Other Notes / Further Information
What was the nature of the call? <i>(Taken on date of the call)</i>		
What actions will the Hospital / Civil Rights Officer take to address the call? <i>(Can be entered on date of call or shortly afterward)</i>		
What were the results of the action taken to address the call? <i>(To be obtained within 1 month of actions taken)</i>		