

Equal Employment Opportunity Policy Statement

It is the policy of Sparrow Health System not to discriminate against or harass any caregiver or job applicant for employment because of race, color, creed, religion, national origin, sex, sexual orientation, gender identity, disability, age, height, weight, marital status, familial status, status with regard to public assistance, veterans' status or any other characteristic protected by federal, state or local law.

This policy shall apply to all employment actions including, but not limited to, recruitment, hiring, upgrading, promotion, transfer, demotion, layoff, recall, termination, rates of pay, performance appraisals, or other forms of compensation and selection for training, including apprenticeship, at any level of employment. In addition, Sparrow Health System will provide reasonable accommodations for qualified individuals with disabilities.

Caregivers and applicants shall not be subjected to harassment, intimidation, threats, coercion, or discrimination because they have engaged in or may engage in any of the following activities: (1) filing a complaint; (2) assisting or participating in an investigation, compliance evaluation, hearing, or any other activity related to the administration of federal, state or local laws requiring equal opportunity; (3) opposing any act or practice made unlawful by federal, state or local equal employment opportunity laws; or (4) exercising any other equal employment opportunity right protected under federal, state or local laws.

RESPONSIBILITY

As Senior Vice President & Chief Human Resources Officer of Sparrow Health System, I am committed to the principles of Affirmative Action and Equal Employment Opportunity. I have directed that Sparrow Health System will ensure dissemination and implementation of equal employment opportunity and affirmative action throughout all levels of the organization.

All members of leadership must be familiar with this policy, must fully support it, and are responsible for applying this policy in good faith.

Sparrow values and promotes diversity in its workplace. Diversity refers to human differences that exist in the workplace, including those based on culture, ethnicity, gender, and age. Sparrow believes that promoting diversity plays an important role in attracting the widest pool of qualified applicants, fostering greater innovation and creativity, and enhancing our communication and relationships with customers and the community.

Sparrow is committed to enhancing our diversity and demonstrating that commitment to our employees, customers, and community. Sparrow promotes diversity by developing policies, programs, and procedures that foster a work environment in which differences are respected and all employees are treated fairly.

Sparrow Health System posts this EEO Policy Statement available to applicants when they apply for positions and caregivers to review on the Sparrow Health System Intranet. All caregivers are responsible for conduct consistent with Sparrow Health System's EEO Policy Statement and are expected to demonstrate respect for all co-workers. To ask questions regarding this EEO Policy Statement or to report a violation, you may contact your supervisor or Sherry Pfaff-Doody, Director, Talent Acquisition, at 517.364.5830 or email Sherry.Pfaff-Doody@Sparrow.org.

Mike Reinert
SVP, Chief Human Resources Officer
Sparrow Health System

January 2021

