

**Beaumont Hospital's Equal Opportunity Policy Concerning Employment of Individuals with Disabilities
and Protected Veterans.**

As President and CEO, I am committed to Beaumont Health's Affirmative Action and Equal Employment Opportunity policies concerning employment of disabled persons and protected veterans. I have designated Gianna Ferrarotti, Vice President Talent Management, as the Beaumont Health employee who will ensure dissemination and implementation of equal employment opportunity and affirmative action programs at Beaumont Health. Gianna Ferrarotti, with the assistance of members of the Human Resources Staff, will establish and maintain an internal audit and reporting system to manage Beaumont Health's equal employment opportunity and affirmative action programs.

Beaumont Health is committed to the goal of equality of opportunity in employment, and I support the Hospital in its efforts to achieve this goal. Beaumont Health shall not discriminate because of status as a disabled individual or as a protected veteran and shall take affirmative action to employ and advance in employment qualified disabled individuals and protected veterans at all levels of employment, including the executive level. Beaumont Health will recruit, hire, train and promote persons in all job titles and will ensure that all other personnel actions are administered without regard to disability or status as a protected veteran. The organization will ensure that all employment decisions are based only on valid job requirements.

Employees and applicants of Beaumont Health will not be subject to harassment, intimidation, threats, coercion or discrimination because they have engaged in or may engage in filing a complaint, assisting or participating in an investigation, compliance evaluation, hearing, or any other activity, opposing any act or practice made unlawful by, or exercising any other right protected by or related to administration of Section 503 of the Rehabilitation Act, the affirmative action and any other provisions of VEVRAA, or any other Federal, State or local law requiring equal opportunity for individuals with disabilities or protected veterans.

Beaumont Health has developed a written Affirmative Action Program which sets forth the policies, practices and procedures to which Beaumont Health is committed in order to ensure that its policy of nondiscrimination and affirmative action for qualified individuals with disabilities and qualified protected veterans is accomplished. This Affirmative Action Program is available for inspection by any employee or applicant on request. Interested individuals should contact Gianna Ferrarotti (947) 522-1721, between the hours of 9:00 a.m. and 5:00 p.m. to arrange for inspection.



John T. Fox
President and CEO Beaumont Health