



## **Equal Employment Opportunity and ADA/ADAAA Compliance**

It is the policy of Elk Ridge Community Health that employment decisions shall be based on merit, qualifications, and competence. Except where required by law, employment practices shall not be influenced or affected by virtue of an applicant's or employee's race, color, creed, ethnic or national origin, cultural background, religion or belief, age, sex, sexual orientation, economic status, education, disability, or illness of such person, or any other classification prohibited by law shall not be influenced or affected by virtue of an applicant's or employee's race, color, creed, ethnic or national origin, cultural background, religion or belief, age, sex, sexual orientation, economic status, veteran or military status, education, disability, or illness of such person, or any other classification prohibited by law.

In addition, it is the employer's policy to provide an environment that is free of unlawful harassment of any kind, including that which is sexual, age-related, or ethnic. This policy governs all aspects of employment, promotion, assignment, discharge, and other terms and conditions of employment. It is also the policy of this company to comply with all provisions of the Americans with Disabilities Act and to encourage the employment of qualified persons with disabilities which can be reasonably accommodated.