I. PURPOSE: To establish a policy which prohibits unlawful discrimination in recruitment, appointment, training, promotion, retention, discipline, or other aspects of personnel management.

II. POLICY: HHSC is committed to equal employment opportunity for its employees and applicants for employment.

   A. It shall be the continuing policy of the Hawaii Health Systems Corporation (HHSC) to provide equal opportunity in employment for all qualified persons without regard to race, color, religion, sex (including gender identity or expression), age, ancestry, national origin, citizenship, marital status, veteran/military status, disability, sexual orientation, arrest and court record (except as provided by Haw. Rev. Stat. §378-2.5), domestic or sexual violence victim status (if the domestic or sexual violence victim provides notice to the victim’s employer of such status or the employer has actual knowledge of such status), genetic information, or any other status protected by law.

   B. Each applicant and employee is considered on individual merit without discrimination based on any group protected by law.

III. APPLICABILITY: This policy applies to all employees of Hawaii Health Systems Corporation and its affiliates, including officers, managers, supervisors, non-supervisory employees and applicants for employment.

IV. AUTHORITY:

   A. Title VII, Civil Rights Act of 1964, as amended
   B. Hawaii Revised Statutes, Chapter 378

V. ATTACHMENT: Equal Employment Opportunity Procedure – HR 0001B