**2.2 Non-Discrimination Policy**

**Purpose:** Consistent with best work environment practice, our policy and practice is to maintain a work environment free from discrimination, one where employees and patients are treated with dignity and respect. All employees share in the responsibility for fulfilling the company’s commitment to equal employment opportunity and access to service for all patients. To that end, the company’s Non-Discrimination Policy provides that we do not discriminate against any employee or applicant for employment or patients. We also comply with all applicable national and local laws pertaining to non-discrimination and equal opportunity.

**Policy:**

Patients: The company does not discriminate against existing and potential patients on the basis of person's race, sex, creed, national origin, sexual preference, age, disability, medical condition (including, but not limited to, patients with AIDS/HIV, TB, Hepatitis B or other communicable diseases) religion, marital status, sexual orientation, gender identity and expression, pregnancy, covered veteran status, political affiliation or ability to pay.

Employees: As an equal opportunity employer, the company will provide equal consideration to all employees and job candidates without regard to sex, age, race, color, marital status, gender identity, sexual orientation, religion, national origin, veteran status, disability, political affiliation, or any other characteristic protected by federal, state, or local law.

Any form of discrimination is strictly prohibited. Discrimination of any form should be reported immediately to the Administrator for investigation. The crewmember or staff affected by the allegation will be placed on administrative leave during the investigation. If the allegations are substantiated, the employee will be terminated and the appropriate agencies will be notified.