



HUMAN RESOURCES POLICIES AND PROCEDURES

Policy: 1.3 Equal Employment Opportunity - Affirmative Action

Responsible HR Department: Employee & Labor Relations 404-3859

Equal employment opportunity is a fundamental principal at the NYU Langone Medical Center, where employment is based upon personal abilities and qualifications without regard to race, color, religion, sex, sexual orientation, gender identity or expression, transgender status, genetic information, gender dysphoria, marital or parental status, age, national origin, disability, citizenship status, military or veteran status, or any other classification protected by applicable federal, state or local law. Equal employment opportunity applies to all policies and procedures relating to recruitment, hiring, compensation, benefits, termination, training, transfers, promotion, tenure, participation in organization-sponsored educational, social and recreational programs, and all other terms and conditions of employment.

As a government contractor or subcontractor, it is also the policy of NYU Langone Medical Center to undertake affirmative action in employment to comply with applicable federal, state or local requirements. The Medical Center is committed to equal opportunity and affirmative action in employment.

To implement these important objectives, the Medical Center:

- Recruits, hires, trains and promotes all persons without regard to race, color, creed, religion, sex, sexual orientation, gender identity or expression, marital or parental status, age, national origin, disability, citizenship status, military or veteran status, transgender status, gender dysphoria, genetic information, or any other classification protected by applicable federal, state or local law.
- Make employment decisions consistent with the Medical Center's equal employment opportunity policy.
- Ensure that all matters relating to employment decisions, including recruiting, hiring, compensation, benefits, transfers, layoffs, return from layoffs, sponsored training, education, tuition assistance, and social and recreational programs are administered without regard to race, color, creed, religion, sex, sexual orientation, gender identity or expression, marital or parental status, age, national origin, disability, citizenship status, military or veteran status, transgender status, gender dysphoria, genetic



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information, or any other classification protected by applicable federal, state or local law.

The Vice President of Employee and Labor Relations has overall responsibility for monitoring equal opportunity compliance and affirmative action programs and for implementing, administering, and reviewing these programs through senior leadership and Human Resources in their functional areas of responsibility. The Vice President of Employee and Labor Relations' responsibilities also include monitoring policies and procedures to ensure non-discriminatory practices and investigating all equal employment opportunity/affirmative action complaints.

Chairs, Administrators, Department Heads, Directors and Supervisors are responsible for ensuring that all policies and procedures associated with equal opportunity and affirmative action are adhered to by personnel under their supervision.

Any employees with questions or concerns about equal employment opportunities in the workplace are encouraged to bring these issues to the attention of a member of the Employee Relations Department.

A handwritten signature in black ink, appearing to read "Robert J. Kim".

DEAN & CEO