



EQUAL EMPLOYMENT OPPORTUNITY POLICY

Trinity Health has been and continues to be committed to equal employment opportunity. Trinity Health does not discriminate in employment opportunities or practices on the basis of race, color, religion, creed, sex, national origin, age, disability, marital status, sexual orientation, gender identity, genetic information, military or veteran status, status as a spouse of a protected veteran, or any other characteristic protected by applicable law. Trinity Health has and will continue to commit such time and resources, both financial and human resources, as it determines appropriate to achieve the goals of equal employment opportunity.

Trinity Health's President, John Kutch, has the ultimate accountability for the implementation of Trinity Health's EEO policy. He has appointed Jenny Marchiniak, Chief Human Resources Officer/Vice President of Human Resources, as the Equal Employment Opportunity Officer and have given her the necessary authority and resources to oversee and monitor the implementation of this policy and Trinity Health's Affirmative Action Program for Women and Minorities and AAP for Individuals with Disabilities and Protected Veterans. Each manager and supervisor is also required to provide full support of the EEO Policy and affirmative action efforts. Additionally, as is the case with Trinity Health's other policies, adherence to these policies by all employees is required. Trinity Health's President will receive and review reports on the progress of Trinity Health's AAP.

The EEO Officer's responsibilities include designing and implementing an audit and reporting system that monitors the effectiveness of Trinity Health's AAPs, determines whether women, minorities, individuals with disabilities and protected veterans are afforded equal opportunity, and recommends any remedial actions. Under this system, Trinity Health will track the attainment of its affirmative action objectives and commitments.

Trinity Health prohibits the harassment of applicants and employees because of their protected class status: race, color, religion, creed, sex, national origin, age, disability, marital status, sexual orientation, gender identity, genetic information, military or veteran status, status as the spouse of a protected veteran, or any other legally protected status. Any applicant or employee with questions or concerns about discrimination or harassment in the workplace is encouraged to bring these issues to the attention of a member of the Human Resources team, including the EEO Officer. The EEO Officer can be contacted as follows:

Jenny Marchiniak
Chief Human Resources Officer/Vice President of Human Resources
Trinity Health
2305 37th Ave SW, Minot, ND 58701
Minot, ND 58701
Tel: 701-418-8067
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All of Trinity Health's employment decisions will be made only on the basis of job-related requirements and in support of its commitment to equal employment opportunity. Trinity Health recruits, hires, trains and promotes persons in all job titles and ensures that all other personnel actions are administered without regard to race, color, religion, creed, sex, national origin, age, disability, marital status, sexual orientation, gender identity, military or veteran status, status as a spouse of a protected veteran, or any other legally protected status. Trinity Health also ensures that only valid job requirements are used in making all employment decisions and that all employment practices are free of prohibited discrimination. Such employment practices include, but are not limited to, the following: hiring, upgrading, demotion, transfer, recruitment or recruitment advertising, selection, layoff, disciplinary action, termination, rates of pay or other forms of compensation and selection for training, including apprenticeship.

Individuals with disabilities and protected veterans may raise concerns and make reports without fear of reprisal, harassment, intimidation, threats, coercion or discrimination because they have or may in the future: (1) file a complaint with Trinity Health or with federal, state or local agencies; (2) assist or participate in any investigation, compliance review, hearing or any other activity related to the administration of the affirmative action provisions of the Vietnam Era Veterans Readjustment Assistance Act of 1974, as amended (VEVRAA), the administration of Section 503 of the Rehabilitation Act of 1973, or any other federal, state or local law requiring equal opportunity for individuals with disabilities or protected veterans; or (3) oppose any act or practice made unlawful by VEVRAA or its implementing regulations or any other federal, state or local law requiring equal opportunity for protected veterans or made unlawful by Section 503 of the Rehabilitation Act of 1973 or its implementing regulations or any other federal, state or local law requiring equal opportunity for individuals with disabilities; or (4) exercise any other right protected by VEVRAA or its implementing regulations or by Section 503 or its implementing regulations.



John Kutch, President



Jenny Marchinjak
Chief Human Rights Officer/Vice President
Human Resources

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