

TEMPLE UNIVERSITY HEALTH SYSTEM BOARD OF DIRECTORS POLICIES AND PROCEDURES

NUMBER: **105.00**
TITLE: **NON-DISCRIMINATION IN EMPLOYMENT**
EFFECTIVE DATE: **SEPTEMBER 21, 1995**
LAST REVIEWED: **JANUARY 16, 2007**
LAST REVISED: **NOVEMBER 7, 2003**
REFERENCES: **REAFFIRMATION OF EQUAL EMPLOYMENT
OPPORTUNITY (POLICY #100.00)**
ATTACHMENTS: **NONE**
ISSUING AUTHORITY: **BOARD OF DIRECTORS**

PURPOSE

Temple University Health System (TUHS) is committed to a policy of equal opportunity for all in every aspect of its operations. In particular, TUHS is committed to providing a work environment which supports and rewards job performance based on merit, and which is free from discriminatory conduct or communication. A policy forbidding such discrimination is a policy to protect the relationship of mutual trust and respect that should exist between employees and their supervisors. The following guidelines are adopted to achieve this policy and apply to all full-time and part-time TUHS employees.

DEFINITION OF TERMS

A person is an employee of a particular supervisor when:

1. The person is assigned to report to the supervisor; or
2. The person's work performance is evaluated by the supervisor; or
3. The supervisor has the power of dispensing or influencing rewards or punishments to that person.

POLICY

1. No supervisor may discriminate against any employee on the basis of race, color, sex, age, religion, national origin, sexual orientation, marital status or handicap.
2. Sexual harassment is a form of sex discrimination, and is prohibited by this Policy. No supervisor may subject any employee to an unwelcome sexual advance, request for

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sexual favor or other verbal or physical conduct of a sexual nature.

3. A violation of this Policy by a supervisor is an act of grave misconduct, which may be cause for dismissal.

SCOPE AND RESPONSIBILITIES

Personnel Department

A copy of this Policy statement shall be provided to each employee upon employment by TUHS and annually thereafter, during the month of January.

Office of Affirmative
Action

Grievance Procedure:
Any Employee who believes that he or she has been the victim of discrimination, including sexual harassment, by a supervisor should report the matter to Temple University's Office of Affirmative Action. That Office will fully investigate the employee's complaint and, if it determines that the complaint has merit, will recommend appropriate remedial action on behalf of the employee.

Notes

1. Adopted by the Board of Directors of Temple University Health System on September 21, 1995.
2. The Office of Affirmative Action of Temple University provides services to TUHS by agreement.
3. History:
Approved by the President of Temple University- Of the Commonwealth System of Higher Education in Cabinet on October 13, 1987, amending Policy Statement of September 16, 1971. This Policy was formerly designated as Presidential Policy Statement No. I-22

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