



## Human Resources/Payroll

**Policy Title:** Affirmative Action  
**Policy Number:** 8651.37  
**Effective Date:** 01/19/93  
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**Submitted by:** Human Resources  
**Approved by:** Dave Kapaska, DO, Regional President

### **Purpose**

To provide employment, training, compensation levels, transfer and promotion opportunities and other aspects of employment without regard to sex, race, color, religion, national origin, age, sexual orientation, gender identity, and to qualified individuals with disabilities, disabled veterans or Vietnam era veterans.

### **Information**

When we are hiring or promoting in those job categories in which women, minorities, individuals with disabilities or veterans are underutilized, we will take affirmative action to seek out qualified applicants without regard to race, color, creed, sex, age, national origin, religion, sexual orientation, gender identity, disability or military status.

At Avera McKennan, all terms and conditions of employment are, and will continue to be, established on the basis of an individual's qualifications and ability to perform the job.

The Human Resources Officer is designated as the Equal Employment Officer of Avera McKennan and will be responsible for communicating and implementing this policy.