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| Non- Discrimination Policy  | **Last Revision:** | February 2018 |
| **Last Review:** | February 2020 |
| **Applies to the following THA Group of Companies:**  | * THA Services
* Island Health Care
* Island Hospice
* Independent Life at Home
* RightHealth®
* Palliation Choices
 |
| **Included in the following THA Manual:** | Administrative Policy and Procedure ManualTalent Management |

**POLICY**

## THA Group is committed to providing equal employment opportunities for all employees and job applicants. The Company endorses and follows our Equal Employment Opportunity (EEO) Policy in implementing all employment practices, policies, and procedures.

THA Group recruits, hires, trains and promotes persons in all job titles without regard to race, color, religion, national origin, sex, age (except where sex or age is a bona-fide occupational qualification, as defined by law), physical or mental disability (except where the disability prevents the individual from being able to perform the essential functions of the job and cannot be reasonably accommodated in full compliance with the law), genetic information, marital status, service in the uniformed services, or any other classification protected by law. The Company makes employment decisions to further the principle of equal employment opportunity. The Company ensures that promotion decisions are in accordance with principles of equal employment opportunity by imposing only valid and nondiscriminatory requirements for promotional opportunities. The Company also ensures that all personnel decisions and actions, including compensation, benefits, transfers, promotions, layoffs, returns from layoff, discipline, separations, Company-sponsored training, education, and social and recreation programs are administered without regard to race, color, religion, national origin, sex, age, disability, genetic information, marital status, service in the uniformed services, or any other classification protected by law.

## PROCEDURE

1. THA Group maintains organizational policies and procedures defining THA Group’s general, employment-related, and patient-related nondiscrimination practices.
2. THA Group communicates its philosophy of nondiscrimination and compliance with state and federal regulations as required and appropriate.
3. All employees are expected to comply with this Non-Discrimination Policy. Leaders who are responsible for meeting business objectives are expected to fully cooperate in meeting our non-discrimination objectives.
4. Concerns and complaints regarding discriminatory practices are investigated thoroughly by Administration and are referred immediately to:

# Ellen B. Bolch

President & CEO

THA Group

3 West Perry Street

Savannah, GA 31401 (912) 629-2727