



of South Central Wisconsin

a non-profit consumer-sponsored health plan

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## EQUAL EMPLOYMENT OPPORTUNITY/AFFIRMATIVE ACTION POLICY STATEMENT

It is the policy of Group Health Cooperative of South Central Wisconsin (GHC-SCW) to provide equal employment opportunity to all individuals regardless of race, color, religion, sex, age, national origin, creed, sexual orientation, gender identity, disability, veteran status or any other characteristic protected by state or federal law. We are strongly committed to this policy and believe in the concept and spirit of the law.

GHC-SCW is committed to assuring that:

- All recruiting, hiring, training, promotion, compensation, benefits, and other employment-related programs are provided to all persons on an equal opportunity basis without regard to race, color, religion, sex, age, national origin, creed, sexual orientation, gender identity, disability, veteran status or any other characteristic protected by state or federal law;
- All personnel actions such as demotions, transfers, leaves of absence and other forms of leave, layoffs, recalls, training, and participation in social and recreational programs are administered without regard to race, color, religion, sex, age, national origin, creed, sexual orientation, gender identity, disability, veteran status or any other characteristic protected by state or federal law;
- All employment decisions are based only on valid job requirements;
- GHC-SCW will take affirmative action in regard to the employment of applicants and employees.

Applicants and employees shall not be subject to harassment, intimidation, threats, coercion or discrimination because they have engaged in any of the following activities: filing a complaint with any state or federal anti-discrimination agency; assisting or participating in any investigation, compliance evaluation, hearing, or other activity related to the administration of the provisions of any state or federal affirmative action or equal opportunity law; opposing any act or practice made unlawful by the provisions of any state or federal affirmative action or equal opportunity law; or exercising any right protected by any state or federal affirmative action or equal opportunity law. Among the affirmative action laws noted here are Executive Order 11246, the Vietnam Era Veterans Readjustment Assistant Act, and Section 503 of the Rehabilitation Act of 1973.

Chief Human Resources Officer Carrie O'Dell serves as the Equal Opportunity Coordinator for GHC-SCW and has the responsibility for monitoring this organization's equal opportunity and affirmative action practices. Department heads are responsible for assuring full compliance with this policy in their respective areas. All employees are responsible for supporting the concepts of equal opportunity and affirmative action and for assisting GHC-SCW in meeting its objectives in these areas. As CEO of GHC-SCW, I completely support the GH-SCW affirmative action program and the organization's commitment to equal opportunity.

GHC-SCW maintains affirmative action plans (AAPs) for minorities, females, veterans, and individuals with disabilities. GHC-SCW has programs in place to measure the effectiveness of the organization's affirmative action programs and to otherwise evaluate the company's efforts to provide equal opportunity and affirmative action to employees and applicants. Any questions regarding the company's AAPs should be directed to Carrie O'Dell. If you wish to view the AAP narrative for individuals with disabilities and veterans, contact the human resources department during normal working hours.

Mark Huth, M.D.  
President/Chief Executive Officer  
September 1, 2023

Capitol Clinic  
675 W. Washington Ave.  
Madison, WI 53703  
(608) 257-9700  
Fax (608) 258-9042

DeForest Clinic  
815 S. Main Street  
De Forest, WI 53532  
(608) 846-4787  
Fax (608) 846-4605

East Clinic  
5249 E. Terrace Dr.  
Madison, WI 53718  
(608) 222-9777  
Fax (608) 221-2646

Hatchery Hill Clinic  
3051 Cahill Main  
Fitchburg, WI 53711  
(608) 661-7200  
Fax (608) 661-7201

Madison College Community Clinic  
Health Education Center  
Triax Campus  
1705 Hoffman St.  
Madison, WI 53704  
(608) 441-3220

Sauk Trails Clinic  
8202 Excelsior Dr.  
Madison WI, 53717  
(608) 831-1766  
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