

VIRGINIA MASON MEDICAL CENTER
Non-Discrimination Policy

Virginia Mason Medical Center maintains the goals of:

- (1) an inclusive and nondiscriminatory work environment in which all employees, vendors and service-providers are valued and empowered to succeed and;
- (2) VMMC services are available to all on a nondiscriminatory basis.

An employee or qualified applicant, as well as any vendors and service-providers (or qualified applicants thereof), will not be discriminated against because of his or her race, color, national origin or citizenship status, creed, religion, religious affiliation, age, sex, marital status, sexual orientation, gender identity, gender expression, disability, veteran status, domestic violence victim status or any other classification protected by local, state, or federal laws. These factors do not affect our decisions about any aspect of a person's employment or engagement of vendors or service-providers, or our decisions about such applicants.

In addition, patients and all other persons served by Virginia Mason Medical Center will not be discriminated against because of his or her race, color, national origin or citizenship status, creed, religion, religious affiliation, age, sex, marital status, sexual orientation, gender identity, gender expression, disability, veteran status, domestic violence victim status or any other classification protected by local, state, or federal laws. These factors do not affect our decisions about any aspect of rendering services to a person.

Retaliation against any person complaining of discrimination is in violation of federal and state law and VMMC policy, and will not be tolerated. Harassment is a form of discrimination and will not be tolerated in any form.

Complaints will be investigated promptly and thoroughly.

Direct Inquiries or Complaints by Employees To:

*Virginia Mason Medical Center Human Resources – Staff Relations
P.O. Box 900 - Mail Stop: G3-HR
Seattle, WA 98111-0900
Phone: (206) 223-8839 Fax: (206) 625-7224*