



**January 1, 2023**

**To: ALL APPLICANTS & EMPLOYEES**

**From: DR. JAMES LINDER**  
**CHIEF EXECUTIVE OFFICER**

**Subject: EQUAL EMPLOYMENT OPPORTUNITY/AFFIRMATIVE ACTION STATEMENT**

A handwritten signature in blue ink, appearing to read 'J. Linder', is written over the 'From' field of the email header.

Nebraska Medicine, in recognition of its responsibility to its employees, individuals seeking employment, and the community it serves, is committed to the principles of Equal Employment Opportunity and Affirmative Action in all its recruitment and employment policies and practices.

Nebraska Medicine's policy is to provide equal employment opportunities to all individuals. Employment decisions will be based on job-related qualifications and ability to perform the job, and will be made without regard to a person's age, gender, race, color, religion, national origin, disability, or status as a covered veteran, as well as any other legally protected basis. Nebraska Medicine practices its commitment to equal employment opportunity and affirmative action for all qualified applicants and employees in the areas of recruitment, hiring, training, promotion or otherwise advancing in employment, compensation, benefits, and all other terms and conditions of employment.

As part of our obligations under law, we must develop a written Affirmative Action Program for Individuals with Disabilities and Protected Veterans, as specified by law. This AAP is available for inspection by applicants and employees in the Human Resources Office during regular business hours.

Employees and applicants shall not be subjected to harassment, intimidation, threats, coercion or discrimination because they have engaged in or may engage in any of the following activities: (1) filing a complaint; (2) assisting or participating in an investigation, compliance evaluation, hearing or any other activity related to the administration of the affirmative action provisions of the Vietnam Era Veterans Readjustment Assistance Act of 1974 (VEVRAA), as amended, or any other Federal, state or local law requiring equal opportunity for covered veterans; or related to the administration of Section 503 of the Rehabilitation Act of 1973, as amended, or any other Federal, state or local law requiring equal opportunity for disabled persons; (3) opposing any act or practice made unlawful by VEVRAA or its implementing regulations in this part of any other Federal, state or local law requiring equal opportunity for covered veterans or made unlawful by Section 503 or its implementing regulations in this part or any other Federal, state or local law requiring equal opportunity for disabled persons; or, (4) exercising any other right protected by VEVRAA or its implementing regulations in this part or other right protected by Section 503 or its implementing regulations in this part.

Nebraska Medicine's management team is fully committed to equal employment opportunity and affirmative action. All levels of management are charged with the responsibility to take effective action to achieve compliance with the objective of equal employment opportunity. The Affirmative Action Officer is responsible for monitoring and reviewing the effectiveness of the Program for Nebraska Medicine.

Nebraska Medicine intends to recognize the worth of each individual based solely upon his or her performance and contribution to the success of the organization. The cooperation and support of all employees in Affirmative Action Program efforts is essential in assuring equal employment opportunities at Nebraska Medicine.