



Group Health Cooperative  
Board of Trustees  
**POLICY**

Number: 900-201  
Adopted: 9/3/70  
Revised: 11/12/08  
Last Review: 11/12/08

**SUBJECT: Nondiscrimination**

**POLICY:** Group Health Cooperative shall operate in a manner that does not unlawfully discriminate against people on the basis of race, color, national origin, religion, sex (including pregnancy) age, sexual orientation (including gender identity and expression), marital status, disability, veteran status, or any other basis prohibited by federal, state, or local law.

Group Health prohibits retaliation against any person because he or she opposed or complained about discrimination in good faith, assisted in good faith in the investigation of a discrimination complaint, or participated in a discrimination charge or other proceeding under federal, state, or local anti-discrimination law.

**EXPLANATION:**

Group Health provides health care services in a non-discriminatory manner. The Cooperative operates under a policy of equal employment opportunity and ensures a nondiscriminatory working environment.

**RESPONSIBILITIES:**

Management is responsible for policy implementation and will report annually to the Board and/or appropriate Board committee on the status of the Cooperative's nondiscrimination efforts.

Related Document:

Group Health Operational Policy F-02-001, Equal Employment Opportunity

Previous Revision 2/12/03