



## Anti-Discrimination & Equal Employment Opportunity Policy

Document/Revision No.: GFM106 01	Description: Anti-discrimination and equal employment opportunity policy
Applies To: Administration	Compliance or Internal: Internal
Prepared By: Practice Manager	Approved By: Practice Director
Revision Date: 5/21/2020	Refer Questions To: Practice Administrator
Associated Documents: None	

**Purpose:**

The purpose is to establish and implement a policy regarding both patients and employees. Gagon Family Medicine aims to provide an environment where patients and employees in the workplace are treated fairly and with respect and are free from unlawful discrimination, harassment, vilification, and bullying.

In support of the above, Gagon Family Medicine aims to ensure when patient and employment decisions are made, they are based on merit, not on irrelevant attributes or characteristic an individual my possess. Gagon Family Medicine also tries to create a work environment which promotes good working relationships among its' staff.

**Policy**

Gagon Family Medicine does not and shall not discriminate based on race, color, religion (creed), gender identity, gender expression, age, national origin (ancestry), disability, marital status, sexual orientation, or military status in providing clinical services to any patient. In addition, Gagon Family Medicine does not discriminate in the provision of services to an individual (i) because the individual is unable to pay; or (ii) because payment for those services would be made under Medicare, Medicaid, or the Children's Health Insurance Program (CHIP).

In conjunction with the above, Gagon Family Medicine is an equal opportunity employer. We will not discriminate and will take affirmative action measures to ensure against discrimination in employment, recruitment, advertisements for employment, compensation, termination, upgrading, promotions, and other conditions of employment against any employee or job applicant on the bases of race, color, gender, national origin, age, religion, creed, disability, veteran's status, sexual orientation, gender identity or gender expression.

This policy applies to all patients, employees, agents, and contractors of Gagon Family Medicine, collectively referred to in the policy as 'workplace participants.' Of note, this policy is not limited to the



workplace or work hours. It extends to all functions and places work related. For example, work lunches, conferences and so on are included as part of this policy.

It is important to note under Equal Employment Opportunity laws, discrimination, vilification, sexual harassment, bullying, and victimization are unlawful and strictly prohibited.

Direct discrimination in patient treatment and/or employment occurs when a person is treated less favorably than another in the workplace because of a reason or ground which is prohibited by law. The prohibited grounds of discrimination are set out in the Federal and State anti-discrimination laws and include sex, race, etc. A full list of the grounds of discrimination which operate federally and in the State in which workplace patients and participants undertake their engagement for Gagon Family Medicine are listed below.

- Race – including color, nationality, descent, ethnic, ethno-religious or national origin(s)
- Sex
- Pregnancy – including potential pregnancy.
- Career or Family responsibilities
- Religious belief, affiliation, conviction, or activity
- Marital status, domestic status, relationship status
- Homosexuality, transsexuality, sexuality, sexual preference/orientation, lawful sexual activity, gender identity
- Disability impairment

If you believe that Gagon Family Medicine has discriminated in any of these ways, you can file a grievance with:

Ethics & Compliance Officer  
Gagon Family Medicine  
PO Box 1437  
Price, UT 84501  
(435)613-2200  
Email: [hr@gagonfamilymedicine.com](mailto:hr@gagonfamilymedicine.com)