



Penn State Health
Affirmative Action Statement for 2022

Penn State Health values diversity, equity and inclusion among our workforce for the success and wellbeing of our patients and their families, our organization, and our communities.

Diversity is more than race, ethnicity and gender. It includes our differing ages, sexual orientation and gender identities, our military experiences, our religions, our abilities and disabilities, our life experiences, our languages, and more. When we seek and value these diverse perspectives, we see the world in broader strokes, and are better able to achieve excellence in patient care, research, education and community outreach.

As part of our commitment to inclusion, it is our policy to provide equal employment opportunities without regard to race, color, religion, sex, national origin, age, disability, marital status, veteran status, sexual orientation, gender identity, or any other protected characteristic under applicable law. This policy relates to all phases of employment, including, but not limited to, recruiting, hiring, orientation, placement, promotion, transfer, demotion, reduction of workforce and termination, rates of pay or other forms of compensation, selection for training, the use of all facilities, and participation in all company-sponsored employee activities. It is also our policy to have a "zero tolerance" for bias and discrimination in the workplace. And to support our employees, we have implemented a policy that prohibits bias and discrimination by patients and their families against our employees.

Our commitment to diversity, as it relates to race/ethnicity, gender, disability, and veteran status is grounded in our affirmative action obligations. Penn State Health takes affirmative action as called for by applicable laws and executive orders to ensure that racial/ethnic minority group individuals, those identifying as female, disabled veterans, recently separated veterans, other protected veterans, Armed Forces service medal veterans, and qualified individuals with disabilities are introduced into our workforce and considered for promotional opportunities. Lynette Chappell Williams (she/her), our organization's vice president and chief diversity officer, has been assigned responsibility for oversight of our affirmative action program as the foundation for our diversity, equity and inclusion efforts.

Our organization's commitment to diversity, equity and inclusion, and our underlying support of equal opportunity and affirmative action, are the foundation for Penn State Health's pursuit of excellence. We strive to live this commitment daily through our core values of respect, integrity, teamwork and excellence.

We are proud that our organization strives to be an employer and health care provider committed to creating a welcoming environment for all employees and patients and their families and proud that we have been recognized by such organizations as Military Times and Human Rights Campaign for how we have advanced diversity and inclusion. We cannot achieve excellence otherwise.

Steve Massini

CEO, Penn State Health

In accordance with federal affirmative action regulations, Penn State Health's affirmative action programs for qualified individuals with disabilities and protected veterans are available for inspection in the Office for Diversity, Equity and Inclusion by contacting Danielle Gruppo, Program Director for Affirmative Action and Workforce Metrics, Monday through Friday, from 8:30 am – 4:30 pm by emailing dargruppo@pennstatehealth.psu.edu or calling 717-531-7376.