Geisinger

EQUAL EMPLOYMENT OPPORTUNITY STATEMENT

Geisinger is committed to creating an inclusive work environment, free of discrimination, harassment, and retaliation. In accordance with the Geisinger Equal Employment Opportunity Statement, all employees and applicants receive consideration for employment without regard to race, color, religion (including religious observance, practice or belief), national origin, ancestry, marital status, sex, sexual orientation, gender identity, sex characteristics, pregnancy or related conditions, age, disability, genetic information, veteran or military status, or any other characteristic protected by applicable law or regulation

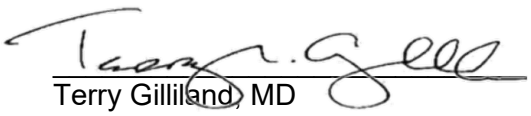
This statement applies to all employment actions, including but not limited to recruitment, hiring, upgrading, promotion, transfer, demotion, layoff, recall, termination, rates of pay or other forms of compensation, and selection for training, including apprenticeship, at all levels of employment. Furthermore, Geisinger will provide qualified applicants and employees who request accommodation due to a disability with reasonable accommodations, as required by law. To request a reasonable accommodation as you navigate the recruitment process, please email accommodationsada@geisinger.edu.

Geisinger also prohibits retaliation against employees and applicants for filing a complaint, opposing any discriminatory act or practice, assisting, or participating in any manner in a review, investigation, or hearing or otherwise seeking to obtain their legal rights under any Federal, State, or local EEO law requiring equal employment opportunity for individuals with disabilities and protected veterans. Prohibited retaliation includes, but is not limited to, harassment, intimidation, threats, coercion, or other adverse actions that might dissuade someone from asserting their rights.

Employees and applicants shall not be subjected to harassment, intimidation, threats, coercion or discrimination because they have: (1) filed a complaint; (2) assisted or participated in an investigation, compliance evaluation, hearing or any other activity related to the administration of any federal, state or local law requiring equal employment opportunity; (3) opposed any act or practice made unlawful by any federal, state or local law requiring equal opportunity; or (4) exercised any other right protected by federal, state or local law requiring equal opportunity. If individuals under the scope of this policy believe they are being harassed, intimidated, threatened, coerced, or discriminated because they have engaged in or may engage in any of the above activities, they should notify us by using Geisinger Corporate Compliance Hotline Service by dialing 800-292-1627 or accessing geisinger.org/alertline.

As President and Chief Executive Officer of Geisinger, I am committed to the principles of equal employment opportunity. To ensure dissemination and implementation of equal employment opportunity throughout all levels of the company, Kim Drumgo has been assigned Chief Accessibility and Opportunity Officer duties for Geisinger. One of the Chief Accessibility and Opportunity Officer's duties is to establish and maintain internal audit and reporting systems of Geisinger programs and to ensure compliance with Title VII of the Civil Rights Act of 1964 and other federal anti-discrimination laws.

Any questions should be directed to me, your supervisor, or via an email to accessibilityopporunity@geisinger.edu.



Terry Gilliland, MD
President and Chief Executive Officer
Geisinger
April 20, 2026