

<b>LHC GROUP, INC.</b>	<b>EQUAL OPPORTUNITY EMPLOYER</b>
EFFECTIVE DATE: 110199	DIVISION: LHC ADMINISTRATIVE
REVISED DATE: 01/01/09, 08/01/18	CHAPTER: HUMAN RESOURCES
APPROVED BY: POLICY COMMITTEE	POLICY NUMBER: 2.5.007
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**PURPOSE:**

LHC Group is an equal opportunity employer. In accordance with federal, state and local anti-discrimination laws, it is the purpose of this policy to effectuate these principles and mandates.

**POLICY:**

LHC Group prohibits discrimination and harassment of any type and affords equal employment opportunities to employees and applicants without regard to race, color, religion, sex (including gender identity, and sexual orientation), family medical history or genetic information, national origin, disability status, protected veteran status, pregnancy, childbirth, or related medical conditions, or any other characteristic protected by law.

The policy of equal employment opportunity (EEO) and anti-discrimination applies to all aspects of the relationship between LHC Group and its employees, including recruitment, employment, promotion, transfer, training, working conditions, wages, salary administration, employee benefits, and application of policies.

The policies and principles of EEO also apply to the selection and treatment of volunteers, independent contractors, and any other persons or firms doing business for or with LHC Group.

**PROCEDURE:**

1. All LHC Group locations are required to post notices regarding employee rights in areas highly visible to employees.
2. Every employee at all levels of seniority are expected to take responsibility for LHC Group’s EEO policy and to cooperate fully in its enforcement.
3. Violations of this policy, regardless of whether an actual law has been violated, will not be tolerated.
4. Any individual who feels that he/she has been subjected to discrimination, harassment or unfair treatment in violation of this policy is expected to immediately and confidentially report it to their manager or to the Human Resources Department. Employees may also report any concerns by utilizing the anonymous compliance hotline (888-703-0301 or online at [www.LHCgroupintegrity.com](http://www.LHCgroupintegrity.com)).
5. Any employee who is not comfortable for any reason reporting concerns to his or her manager, or does not feel his or her concerns were adequately addressed, is expected to utilize one of the alternative reporting methods described above.
6. Incidents of alleged discrimination or harassment will be promptly and thoroughly investigated as confidentially as possible. If a determination is made that a violation of this policy has occurred, appropriate action will be taken, up to and including termination of employment.

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7. LHC Group prohibits any form of retaliation against any employee for filing a complaint under this policy or for assisting in a complaint investigation. Any employee who feels that he or she has been subjected to any form of retaliation should follow the reporting procedures in this policy.