
Title:	Equal Employment Opportunity (AC System)
Owner:	Wells, Chanta
Recommending Group:	HR Policy Committee
Oversight Group:	System Policy Council
Oversight Review Date:	06/20/2019
Approval By:	Chanda Chacon (Executive Vice President/COO)
Effective Date:	06/20/2019

POLICY

Arkansas Children's (AC) provides equal employment opportunity to all persons without regard to age, race, color, religion, national origin or citizen status, disability, military status, sexual orientation, gender identity or expression, pregnancy or any other category protected by federal, state and local laws. Further, AC will not discharge or in any other manner discriminate against employees or applicants because they have inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant.

PROCEDURE

I. General

- A. This policy applies to all aspects of the employment relationship, including, but not limited to: recruitment, hiring, compensation, promotion, demotion, job reassignment, disciplinary action, and termination.
- B. Employees who have access to compensation as part of their essential job functions cannot disclose the pay of other employees or applicants to individuals who do not otherwise have access to compensation information, unless the disclosure is (1) in response to a formal complaint or charge, (2) in furtherance of an investigation, proceeding, hearing, or action, including an investigation conducted by AC, or (3) consistent with AC's legal duty to furnish information.

II. Employment Decisions

- A. Employment decisions are based on 1) individual merit, qualifications and competence as they relate to a particular position and 2) promotion of the principle of equal employment opportunity and affirmative action.
- B. At no time will covered employees, or covered applicants for employment, who seek assistance pursuant to this policy be subject to discipline, or have opportunities for employment adversely affected because of such efforts.

III. No Retaliation

A. Persons who have engaged in raising a concern or complaint shall not be subject to harassment, intimidations, threats, coercion or discrimination because they have engaged in or are engaging in any of the following under EO 11246 as amended, The Rehabilitation Act of 1973 or The Veteran ERA Readjustment Assistance Act of 1974:

1. Filing a complaint,
2. Assisting or participating in an investigation, hearing or administrative action,
3. Opposing an unlawful practice, or
4. Otherwise exercising any other legally protected right.

IV. Employee Self-Identification

A. The Department of Labor requests employers to provide opportunities for employees to self-identify themselves as

B.

C. Employees are given the opportunity at the time of hire or during employment with AC to identify themselves as either persons with a disability or protected veterans.

D. Self-identification is strictly voluntary, confidential and will not result in retaliation.

E. This information is collected at the request of the Department of Labor and reported annually in the AC EEO reports.

REFERENCES

1. EO T 11246 <https://www.eeoc.gov/eeoc/history/35th/thelaw/eo-11246.html>
2. Rehabilitation Act of 1973
[Rehabilitation Act of 1973](#)
Veteran ERA Readjustment Assistance Act of 1974
[Vietnam Era Veterans' Readjustment Assistance Act](#)
3. Executive Order 13665, Pay Transparency
<https://www.dol.gov/ofccp/PayTransparency.html>

ENDNOTES

1. Keywords: Age, Disability, Discrimination, Equal, Employment , Opportunity, EEO, Veteran, Race, Color, Religion, National Origin, Citizen, Military Status, Sexual Orientation, Gender, Identity, Expression, Pregnancy, Pay, Transparency.
2. Supersedes: 10/11/2017
3. Contributors: Employee Relations Director