

# Employee Civil Rights

- Federal and state law prohibit discrimination against employees based on race, color, religion, age, sex, disability, national origin and other protected classes.
- Management is primarily responsible for seeing that UMHW's equal employment opportunity policies are implemented, but all members of the staff share in the responsibility for assuring that by their personal actions the policies are effective and apply equitably to everyone.
- Under UMHW policy, for an employee with a disability, UMHW will make reasonable accommodations that enable the employee to perform the essential functions of their position. An accommodation may not be available to an employee with a disability, if doing so would impose an undue hardship or if the accommodation would pose a direct threat to the health or safety of the employee or others.



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- Because we respect our employees' religious beliefs, we will not require them to act in ways that violates their religious beliefs.
- For instance, under UMHW policy, for employees with sincerely-held religious beliefs:

**Trainings:** employees will not be required to personally affirm statements about gender identity.

**Gender transition treatments:** employees will not be required to participate in procedures, medications, or referrals. Notification to the employee's supervisor is required so that the employee's supervisor may take over care.

**Pronouns:** employees will not be required to use pronouns in a way that violates their religious beliefs or conscience. Notification to the employee's supervisor is required so that the supervisor can assume care and ensure that medical records are maintained per UMHW policies.

- UMHW will engage in an interactive process to address accommodation requests. UMHW will grant religious accommodations, as required by law, unless doing so would pose an undue hardship or cause substantial increased costs to UMHW.
- UMHW will not retaliate against an employee who requests a religious or disability accommodation.

