



MOUNT SINAI HEALTH SYSTEM POLICY & PROCEDURE

Mount Sinai Beth Israel
Mount Sinai Brooklyn
Mount Sinai Hospital
Mount Sinai Morningside
Mount Sinai Queens
Mount Sinai West
New York Eye & Ear Infirmary

POLICY TITLE:	Equal Employment Opportunity		
POLICY NUMBER:	HR-15.13	POLICY OWNER:	Human Resources
ORIGINAL DATE OF ISSUE:	October 1988	LAST REVIEWED DATE:	April 2026

I. PURPOSE

To describe Mount Sinai Health System's (MSHS) policy regarding equal employment opportunity.

II. POLICY

The Mount Sinai Health System (MSHS) is an equal opportunity employer for all its employees and applicants for employment, complying with all applicable federal civil rights laws. We do not discriminate, exclude, or treat individuals differently based on race, color, national origin, age, religion, disability, sex, sexual orientation, gender, gender identity, pregnancy, marital or parental status, veteran status, or any other characteristic protected by law.

Selection for interviews, hiring, transfer and promotion decisions will be made solely on the basis of the qualifications of individuals for the jobs for which they have applied. All other personnel actions including, but not limited to, compensation, assignment of job duties, training, mentoring, tuition assistance, demotions, layoffs and recall shall be administered on a non-discriminatory basis. Employees and applicants will not be set apart or classified based on any protected characteristic. MSHS will comply with all laws regarding the employment of qualified veterans, and qualified individuals with disabilities.

We are deeply committed to fostering an environment where all faculty, staff, students, trainees, patients, visitors, and the communities we serve feel respected and supported. Our goal is to create a healthcare and learning institution that values diverse backgrounds and experiences, and actively works to remove barriers, address challenges, and promote fairness in all aspects of our organization.

III. SCOPE

This policy applies to all MSHS faculty and staff.

This policy supersedes any previous policy or policies published on the subject matter it treats. Mount Sinai Health System reserves the right to revise or revoke this policy, at any time, and in any lawful manner, without prior notice.



IV. PROCEDURE

MSHS will fully comply with Federal, State and local statutes regarding Equal Employment Opportunity and shall file, on an annual basis, the Equal Opportunity Employer information report EEO-1

MSHS will take appropriate action to ensure that the rights of individuals to file complaints, furnish information, or participate in an investigation, public hearing or other activity related to Equal Employment Opportunity law will be respected and will not be impeded in any manner.

Any violation of this EEO Policy should be brought to the attention of the Vice President of Labor and Employee Relations.

Compliance with Anti-Discrimination Policies

All MSHS programs (including, but not limited to educational, employment-related, community-building, advancement, pathway, research and other sponsored programs) must comply with anti-discrimination laws and may not exclude or treat individuals differently based on protected characteristics (as outlined above) in a manner inconsistent with law.

MSHS supports many educational, cultural, and historical observances that recognize contributions, promote awareness, and foster community. These programs are open to all individuals, without conditioning participation on any protected characteristic, and help affirm MSHS' commitment to being a welcoming and inclusive environment.

REVIEW/REVISION HISTORY (Original Date Issued: 10/1988)

<i>Reviewed</i>	11/2000	03/2012	04/2018	05/2021	03/2024	4/2025	04/2026	
<i>Revised</i>					Yes	Yes	Yes	

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