

## Policy Statement

### Affirmative Action Program

Central Oregon Radiology Assoc., P.C. (CORA) has long held the belief that its objectives can best be achieved by utilizing to the fullest extent the human resources available. This policy statement is intended to remind employees that our policy is to not discriminate in employment. We take affirmative action so that discrimination does not occur on the basis of race, color, sex, sexual orientation, gender identity, religion, national origin, physical or mental disability, or veteran's status. Employment decisions will be made so as to further the principle of equal employment opportunity.


CORA strives to hire, recruit, train, and promote employees in job classifications without regard to race, color, sex, sexual orientation, gender identity, religion, national origin, disability, or veteran's status. Employment decisions, such as compensation, benefits, transfers, layoffs, return from layoffs, training, CORA-sponsored education, tuition assistance, social, and recreation programs will be administered without discrimination. Only valid job requirements will be imposed for promotional opportunities, so that promotion decisions are in accordance with the principles of equal employment opportunity.

CORA also prohibits any harassment of employees based on race, color, sex, sexual orientation, gender identity, religion, national origin, disability, or veteran's status. Any incidents of harassment should be reported immediately to Marico Oliveira, Chief Human Resources Officer. Reports will be investigated and appropriate disciplinary action will be taken, which may include discharge, if prohibited harassment is found to have occurred.

CORA prohibits discrimination against applicants or employees based on inquiring about, disclosing, or discussing their compensation or the compensation of other applicants or employees.

Each manager, supervisor, and employee is responsible for carrying out our equal employment policy. Marico Oliveira, Chief Human Resources Officer, works under the direction of the Executive Committee as the EEO Coordinator and is assigned responsibility for implementing this Program. She may be reached at 1460 NE Medical Center Drive, Bend, Oregon 97701, (541) 598-3222. She will monitor compliance with this policy and will report to me on a regular basis.

As of June 1, 2020

  
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Dr. Will Wheir  
President