## **Equal Employment Opportunity/Affirmative Action Statement**

Ava is proud to be an equal employment opportunity (EEO)/affirmative action program (AAP) employer. Aya is committed to providing all with a work environment that is free of illegal discrimination and harassment. Ava will not discriminate against qualified applicants or employees with respect to any terms or conditions of employment based on race, color, religion, sex, age, creed, national origin or ancestry, citizenship, physical or mental disability, veteran status, marital status, pregnancy, medical condition, sexual orientation, gender, gender identity, gender expression, genetic characteristic, as well as any other category protected by federal, state, or local laws. All such discrimination is unlawful and all persons involved in the operations of Aya are prohibited from engaging in this type of conduct. This policy applies to all job titles, and all employment and personnel actions, including but not limited to recruiting, hiring, training, job assignments, promotions, working conditions, scheduling, benefits, wage and salary administration, disciplinary action, and termination. Employees are prohibited from violating this policy or unlawfully discriminating against any other employee or applicant. Aya's CEO fully supports this program and has designated the Vice President of Employee Experience as Aya's EEO officer. The EEO Officer is responsible for the administration of this policy.

## **Accommodations For Qualified Individuals With Disabilities**

In accordance with applicable federal and state law protecting qualified individuals with known disabilities, Aya is also committed to complying fully with applicable disability discrimination laws and ensuring that equal opportunity in employment exists at Aya for qualified persons with disabilities, including disabled veterans. In furtherance of this commitment, Aya will reasonably accommodate qualified applicants and employees with disabilities as required by law

Any qualified applicant who believes they may require an accommodation in order to apply for employment or to perform the essential functions of a job should contact Aya's EEO Officer at EEO@ayahealthcare.com or 1-866-687-7390.

## **Pay Transparency Non-Discrimination**

Aya 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. However, employees who have access to the compensation information of other employees or applicants as a 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 (a) in response to a formal complaint or charge, (b) in furtherance of an investigation, proceeding, hearing, or action, including an investigation conducted by the employer, or (c) consistent with the

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# Private Employers, State and Local Governments, Educational Institutions, Employment Agencies and Labor Organizations

## RACE, COLOR, RELIGION, SE , NATIONAL ORIGIN

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# **Employers Holding Federal Contracts or Subcontracts Section Revisions**

The Executive Order 11246 section is revised as follows:

## RACE, COLOR, RELIGION, SEX, SEXUAL ORIENTATION, GENDER IDENTITY, NATIONAL ORIGIN

Executive Order 11246, as amended, prohibits employment discrimination based on race, color, religion, sex, sexual orientation, gender identity, or national origin, and requires affirmative action to ensure equality of opportunity in all aspects of employment.

### **PAY SECRECY**

Executive Order 11246, as amended, protects applicants and employees from discrimination based on inquiring about, disclosing, or discussing their compensation or the compensation of other applicants or employees.

from discrimination in hiring, promotion, discharge, pay, fringe benefts, job training, classification, referral,

contractors take affrmative action to employ and advance in employment qualifed individuals with disabilities at all levels of employment, including the executive level.

The Vietnam Era, Special Disabled Veterans section is revised as follows:

## **PROTECTED VETERANS**

The Vietnam Era Veterans' Readjustment Ass 1

employment, disabled veterans, recently separated v

from active duty), active duty wartime or campaign badge veterans, or Armed Forces service medal veterans.

Mandatory Supplement to EEOC P/E-1(Revised 11/09) "EEO is the Law" Poster.

If you believe that you have experienced discrimination contact OFCCP: 1-800-397-6251 | TTY 1-877-889-5627 | www.dol.gov.