



Equal Employment Opportunity and Affirmative Action Policy

Mayo Clinic prohibits discrimination on the basis of race, sex, age, religion, national origin, marital status, color, creed, sexual orientation, gender identity or expression, disability (physical and mental), genetic information, veteran status, familial status and status with regard to public assistance. Equal Employment Opportunity (EEO) is provided to employees and applicants in all personnel actions including, but not limited to, the following: recruitment, selection, promotion, demotion, transfer, termination, training and education, benefits, and workforce management guidelines. Mayo Clinic will seek and select persons for employment or admission, and will train, advance, promote, transfer, and compensate such persons on the basis of individual capability, potential or contribution to the programs and goals of the institution.

Each administrator, supervisor and employee of Mayo Clinic is responsible for conducting employment activities in support of and in compliance with this policy.

Failure to comply with this policy or federal or state law that prohibits discrimination will be subject to corrective action (up to and including termination of employment).

Mayo Clinic respects, supports, and observes the laws, directives and regulations of the state and federal government that prohibit discrimination.

A climate of equal opportunity that nurtures and supports the fullest contributions of all employees is essential to Mayo Clinic success in patient care, education and research. Creating and sustaining this climate is the responsibility of all who provide service and learn at Mayo Clinic.

Leadership is expected to reinforce these principles. If individuals under the scope of this policy believe they are being harassed, intimidated, threatened, coerced, or discriminated against because they have engaged in or may engage in any of the following activities, they should notify a supervisor or a representative of Human Resources, or call the Compliance Hotline (888-721- 5391) or visit the Compliance website. These activities are: filing a complaint, assisting or participating in an investigation, compliance review or hearing, or opposing any act or practice made unlawful, or exercising any other right protected by Section 503 of the Rehabilitation Act of 1973, as amended, the Vietnam Era Veterans Readjustment Assistance

Act of 1974, as amended, Executive Order 11246, as amended, and/or any other federal, state or local law or regulation regarding Equal Employment Opportunity.

Mayo Clinic commits to reasonably accommodate qualified individuals with disabilities. If an employee with a disability (physical, mental) would like to request a reasonable accommodation they can discuss it with their supervisor and/or complete a Reasonable Accommodation Request Form. The form can be found by searching accommodations on HR Connect. Mayo Clinic will communicate collaboratively with qualified applicants and employees who are disabled to determine whether there is a reasonable accommodation which can be provided so that they may perform the essential job duties of the position.

Vendors, contractors, and others doing business with the organization are expected to adhere to the intent of this policy and comply with the principles of equal opportunity employment in their business activities as well.

The Mayo Clinic Diversity and Inclusion Oversight Committee will provide oversight of strategies and tactics aimed at advancing diversity and inclusion across Mayo Clinic with regular report and progress updates to the People and Culture Committee.

The non-confidential portions of the affirmative action program for individuals with disabilities and protected veterans may be viewed by any employee or applicant for employment by contacting HR Connect at 507-266-0440 or 1-888-266-0440 between 8 a.m. (CT) and 5 p.m. (CT) Monday through Friday.

As President of Mayo Clinic, I fully support our affirmative action program and am committed to the implementation of the company's equal opportunity and affirmative action policies. The Department of Human Resources is responsible for assembling employment data, preparing affirmative action programs, and collaborating with the Office of Equity, Inclusion and Diversity on implementing new diversity initiatives. Any incident or policy that conflicts with the organization's EEO policy should be reported to Human Resources. The Human Resources Department, in coordination with others, will thoroughly investigate individual complaints and concerns. Under no circumstances will retaliation of a complainant be tolerated.

A handwritten signature in black ink that reads "Gianrico Farrugia, M.D." written over a horizontal line.

Gianrico Farrugia, M.D.
President