



COMMUNITY | HEALTH | CARE

## REAFFIRMATION OF COMMITMENT TO EQUAL EMPLOYMENT OPPORTUNITY AND AFFIRMATIVE ACTION 2024

It is the policy of the Board of Trustees, the President and Chief Executive Officer, the Chiefs, the Department Vice Presidents, and all supervisory personnel to conduct all management and personnel practices in accordance with Federal, State, and local fair employment practices and laws.

Further, it is the policy of Wheeler to recruit, hire, promote, train, discipline, discharge and administer all other terms, conditions and privileges of employment without regard to race, color, religion, age, marital status, familial status, national origin, ancestry, sex, intellectual disability, mental disability, learning disability, lawful source of income, sexual orientation, gender identity or expression, genetic information or physical disability, including but not limited to, blindness or deafness.

Wheeler has always been an equal opportunity employer. Affirmative measures are taken to seek qualified applicants from racially/ethnically diverse backgrounds.

The specific affirmative actions, which are set forth in Wheeler's Affirmative Action Plan, are appropriate to the objective of providing equal employment opportunities for all persons, and equal training and self-improvement opportunities for all employees.

Services appropriate to the client/patient/student in terms of need and within Wheeler's capabilities are provided to all individuals without regard to race, color, religion, age, marital status, familial status, national origin, ancestry, sex, intellectual disability, mental disability, learning disability, lawful source of income, sexual orientation, gender identity or expression, genetic information or physical disability, including but not limited to, blindness or deafness.

To ensure that the Affirmative Action Plan of Wheeler is implemented effectively, the President and Chief Executive Officer is charged with directing the implementation in accordance with provisions outlined in the Plan.

*Mary C. Rodier, CPA*

January 2, 2024

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Mary Rodier  
Chair, Board of Trustees