



**Penn State Health**  
**2021 Affirmative Action Statement:**  
**Affirmation Action Leads to Extraordinary Patient Care**

Penn State Health's values of respect, integrity, teamwork, and excellence form the foundation of our commitment to the diversity of our workforce and an inclusive environment for our employees, patients and their families. This commitment, which is grounded in one of Penn State Health's organizational goals for 2020-2021, contributes to the success and well-being of our organization and the communities we serve.

As part of our commitment to inclusion, it is Penn State Health's policy to provide equal employment opportunities without regard to race, color, religion, sex, national origin, age, disability, marital status, veteran status, sexual orientation, gender identity or any other protected characteristic under applicable law. This policy relates to all phases of employment, including but not limited to recruitment, employment, placement, promotion, transfer, demotion, reduction of workforce and termination, rates of pay or other forms of compensation, selection for training, the use of all facilities and participation in all company-sponsored employee activities. Our anti-discrimination policy was amended in 2020 to provide a zero tolerance for willful discrimination.

Our commitment to diversity is grounded in our affirmative action obligations. Penn State Health takes affirmative action as called for by applicable laws and executive orders to ensure that qualified minority group individuals, females, disabled veterans, recently separated veterans, other protected veterans, Armed Forces service medal veterans and disabled persons are recruited into our workforce and considered for promotional opportunities. Lynette Chappell-Williams, our health system's vice president and chief diversity officer, has been assigned responsibility for implementing Penn State Health's affirmative action program as the foundation for our diversity and inclusion efforts.

Our organization's overall commitment to diversity includes not only those areas that are part of our affirmative action obligations, but also sexual orientation and gender identity, differing generations, religions, life experiences and languages. The diversity of our workforce drives our leadership status in extraordinary patient care, research, education and community service.

**Stephen M. Massini, CEO**  
Penn State Health

In accordance with public law, the Company's affirmative action programs for qualified individuals with disabilities and protected Veterans are available for inspection in the Office for Diversity, Equity and Inclusion Monday through Friday, from 8:30 am – 4:30 pm upon request.