



Penn State Health Equal Opportunity Policy Statement for 2025

Penn State Health acknowledges the purpose and need for equity and establishes equal employment opportunity as a necessary objective of this system.

Penn State Health will do its utmost to overcome the barriers to equal employment to achieve full and fair participation without regard to any protected characteristic under applicable law. Accordingly, Penn State Health's policies and objectives shall be in direct compliance with all federal and state constitutional provisions, laws, regulations, guidelines and executive orders that prohibit or outlaw discrimination and shall be considered to be part of this policy statement.

Penn State Health will adhere to laws, regulations, guidelines, and executive orders and pledges to implement an aggressive policy of equal employment opportunity in all phases of the employment process.

In that regard, personnel policies shall follow the letter and the spirit of all equity and equal employment opportunity mandates, and in no way discriminate against any person or groups of persons. Penn State Health will recruit, hire, train, promote, and ensure that all other personnel actions are administered without regard to the employee's status. Employment decisions will be based on valid job requirements. Employees and applicants will not be subject to harassment or discrimination, including retaliation for exercising their rights.

Equity and equal employment opportunity are system-wide priorities and will remain so until our goals are met for all categories of employees, regardless of classification. Penn State Health is equally committed to ensuring that all programs, services or activities administered are rendered on an equal employment opportunity basis.

To these ends, I have designated David P. Swift, our organization's Senior Vice President and Chief Human Resources Officer, responsibility for oversight of our equal employment opportunity program, including auditing and reporting on our efforts.

As the Chief Executive Officer, I have the ultimate responsibility for the development, implementation, and monitoring of the system's affirmative action plan. I pledge to provide all resources necessary to guarantee that equity prevails as a working principle in all our policies and practices, and that I am committed to achieving the goals.

Michael Kupferman, MD, MBA
Chief Executive Officer
Penn State Health