



National University of Health Sciences

General Policies

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Date Adopted: 02/06/92	Date(s) Revised: 01/04/96, 11/01/16 01/01/25
_____ President <i>J. Stigler</i>	_____ Date <i>01/01/25</i>

POLICY STATEMENT

It is the policy of National University of Health Sciences (NUHS) to provide equal employment opportunity to all qualified individuals without regard to race, color, religion, sex, gender, sexual orientation (including gender identity), age, national origin, citizenship status, genetic information, marital status, parental status, disability, status as a veteran, or any other status protected by state and/or federal law.¹

Procedures

This policy applies to recruitment, hiring, training, promotion, transfer, compensation, benefits, and all other aspects of employment. Each manager, supervisor, or other employee involved in personnel matters is charged with the responsibility, and is held accountable for, compliance with this policy in his/her area of responsibility. Violations of this policy should be reported to the Human Resources Department.

¹ Effective Date: January 1, 2025. *The Illinois Human Rights Act's* (IHRA) definition of "protected categories" will expand to include the following new protected categories:

- **Family Responsibilities:** Employers will be prohibited from discriminating against or harassing an employee based on family responsibilities.
 - "Family responsibilities" include an employee's actual or perceived provision of personal care to a family member.
 - "Personal care" means activities to ensure that a covered family member's basic medical, hygiene, nutritional, or safety needs are met, or to provide transportation to medical appointments, for a covered family member who is unable to meet those needs himself or herself. Personal care also includes being physically present to provide emotional support to a covered family member with a serious health condition who is receiving inpatient or home care.
 - A "family member" is an employee's child, stepchild, spouse, domestic partner, sibling, parent, mother-in-law, father-in-law, grandchild, grandparent, or stepparent.
 - **NOTE:** Employers are not required to make accommodations or modifications to company policies for an employee based on family responsibilities. Employers may also still take adverse action or otherwise enforce reasonable workplace rules or policies relating to leave, scheduling, productivity, attendance, absenteeism, timeliness, work performance, referrals from a labor union hiring hall, and benefits against an employee with family responsibilities, as long as their policies are applied in accordance with the IHRA.
- **Reproductive Health Decisions:** Employers may not discriminate against an employee based on "decisions regarding the person's use of contraception; fertility or sterilization care; assisted reproductive technologies; miscarriage management care; healthcare related to the continuation or termination of pregnancy; or prenatal, intranatal, or postnatal care."