

Policy and Procedures

2.3

Title: Discrimination

Date issued / last revision: January 20, 2004

Date effective: Immediately

Discrimination

Statement:

It is the intent of Cooperstown Medical Transport, Inc. (CMT) not to illegally discriminate against its current employees or those that make application to CMT.

Purpose:

The purpose of this policy is to outline laws relating to illegal discrimination.

Scope:

This policy applies to all Cooperstown Medical Transport, Inc. employees, full time, part time, and interns.

Policy:

1. Under Title VII of the Civil Rights Act of 1964, as amended, prohibits discrimination in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment, on the basis of race, color, religion, sex, or national origin.
2. The Americans with Disabilities Act of 1990, as amended, protects qualified applicants and employees with disabilities from discrimination in hiring, classification, referral, and other aspects of employment on the basis of disability. The law also requires that covered entities provide qualified applicants and employees with disabilities with reasonable accommodations that do not impose undue hardship.
3. The Age Discrimination in Employment Act of 1967, as amended, protects applicants and employees 40 years of age or older from discrimination on the basis of age in hiring, promotion, discharge, compensation, terms, conditions or privileges of employment.
4. In addition to sex discrimination prohibited by Title VII of the Civil Rights Act (see above), the Equal Pay Act of 1963, as amended, prohibits sex discrimination in payment of wages to women and men performing substantially equal work in the same establishment.