

Equal Employment Opportunity and Affirmative Action Policy Statement

It is the policy of Care New England to provide equal employment opportunities to all employees and applicants for employment. Care New England prohibits discrimination based on race, color, religion, creed, sex, pregnancy, childbirth, menopause or related medical conditions, sexual orientation, gender identity or expression, national origin, ancestry or country of ancestral origin, age, marital status, disability, genetic information, military or protected veteran status, or any other characteristic protected by applicable federal, state or local law.

Care New England recruits, hires, trains and promotes qualified individuals in all job titles and administers all other personnel actions without regard to disability, protected veteran status or any other legally protected characteristic. All employment decisions are based only on valid, job-related qualifications and requirements. This policy applies to all employment practices and actions, including, but not limited to, recruitment, application procedures, hiring, placement, assignment, training, apprenticeship, compensation, benefits, promotion, transfer, demotion, discipline, layoff, recall and termination.

Care New England prohibits harassment based on any legally protected characteristic. Care New England also prohibits harassment, intimidation, threats, coercion, discrimination or retaliation against an employee or applicant because the individual engaged in, or may engage in, a protected activity including filing or expressing an intention to file a complaint; requesting a reasonable accommodation; assisting or participating in an investigation, compliance evaluation, hearing or other proceeding related to Section 503, VEVRAA or any other federal, state or local equal employment opportunity law; opposing an act or practice made unlawful by such laws; assisting another person in exercising protected rights; or otherwise exercising rights protected under applicable equal employment opportunity laws.

Care New England will provide reasonable accommodations to qualified employees and applicants with disabilities and to individuals with known limitations related to pregnancy, childbirth or related medical conditions, unless providing the accommodation would impose an undue hardship or otherwise be prohibited by law.

As a covered federal contractor, Care New England takes affirmative action to employ and advance in employment qualified individuals with disabilities and protected veterans in accordance with Section 503 of the Rehabilitation Act of 1973, as amended, and the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended.

As President and Chief Executive Officer of Care New England, I am committed to the principles of equal employment opportunity and to fulfilling Care New England's applicable affirmative-action obligations. To support the effective implementation of this policy, Care New England has designated Kathleen Lavoie, Executive Vice President and Chief People Officer to serve as the official with overall responsibility for the implementation of the affirmative action activities required under Section 503 and VEVRAA.

The designated official is responsible for supporting the implementation of this policy and establishing and maintaining appropriate internal auditing and reporting systems to measure the effectiveness of Care New England's equal employment opportunity and applicable affirmative-action programs and to identify any need for corrective action.

Care New England maintains written affirmative-action programs for qualified individuals with disabilities and protected veterans, as applicable. These programs are available for inspection by employees and applicants upon request during normal business hours, subject to applicable confidentiality requirements. Individuals seeking additional information or assistance may contact Human Resources at HRHelp@carene.org.

Michael Wagner, MD, FACP
President and Chief Executive Officer
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