



EQUAL EMPLOYMENT OPPORTUNITY/AFFIRMATIVE ACTION POLICY STATEMENT

It is the policy of Independent Care Health Plan to provide equal employment opportunity to all individuals regardless of their race, creed, color, religion, sex, age, national origin, disabilities, veteran status, marital status, sexual orientation, military status, genetic information, or any other characteristic protected by state or federal law. We are strongly committed to this policy and believe in the concept and spirit of the law.

Independent Care Health Plan is committed to assuring that:

All recruiting, hiring, training, promotion, compensation, and other employment related programs are provided fairly to all persons on an equal opportunity basis without regard to race, creed, color, religion, sex, age, national origin, disabilities, veteran status, marital status, sexual orientation, military status, genetic information, or any other characteristic protected by law;

Employment decisions are based on the principles of equal opportunity and affirmative action;

All personnel actions such as compensation, benefits, transfers, training, and participation in social and recreational programs are administered without regard to race, creed, color, sex, age, national origin, disabilities, veteran status, marital status, sexual orientation, military status, genetic information, or any other characteristic protected by law, and;

Employees and applicants will not be subjected to harassment, intimidation, threats, coercion or discrimination because they have exercised any right protected by law.

Independent Care Health Plan believes in and practices equal opportunity and affirmative action. Jennifer Cook serves as the Equal Opportunity Coordinator for Independent Care Health Plan, and has overall responsibility for assuring compliance with this Policy. All employees are responsible for supporting the concept of equal opportunity and affirmative action and assisting Independent Care Health Plan in meeting its objectives.

Independent Care Health Plan maintains Affirmative Action Plans for minorities, females, disabled individuals and veterans. Any questions regarding these Plans should be directed to Jennifer Cook, Human Resources Generalist.

Thomas Lutzow
President/CEO

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