



Equal Employment Opportunity Policy

Mayo Clinic prohibits discrimination and harassment on the basis of race, sex, age, religion, national origin, marital status, color, creed, sexual orientation, gender identity or expression, disability (physical and mental), genetic information, veteran status, familial status, membership or activity in a local human rights commission, and status with regard to public assistance. Mayo Clinic will take affirmative steps to employ and advance in employment of protected veterans and individuals with disabilities. Equal employment opportunity is provided to employees and applicants in all personnel actions including, but not limited to, the following: recruitment, selection, promotion, demotion, transfer, termination, layoff/return from layoff, compensation, training and education, benefits, tuition assistance, social and recreational programs, and workforce management guidelines. Mayo Clinic will seek and select persons for employment or admission, and will train, advance, promote, transfer, and compensate such persons on the basis of individual capability, potential or contribution to the programs and goals of the institution.

Failure to comply with this policy or federal or state law that prohibits discrimination will be subject to corrective action (up to and including termination of employment).

Mayo Clinic respects, supports, and observes the laws, directives and regulations of the state and federal government that prohibit discrimination.

A climate of equal opportunity that nurtures and supports the fullest contributions of all employees is essential to Mayo Clinic's success in patient care, education and research. Creating and sustaining this climate is the responsibility of all who provide service and learn at Mayo Clinic.

Leadership is expected to reinforce these principles. If individuals under the scope of this policy believe they are being harassed, intimidated, threatened, coerced, or discriminated against because they have engaged in or may engage in any of the following activities, they should notify a supervisor or a representative of Human Resources, or call the Compliance Hotline (888-721-5391) or visit the Compliance website. These activities are: filing a complaint, assisting or participating in an investigation, compliance review or hearing, or opposing any act or practice made unlawful, or exercising any other right protected by Section 503 of the Rehabilitation Act of 1973, as amended, the Vietnam Era Veterans Readjustment Assistance Act

of 1974, as amended, and/or any other federal, state or local law or regulation regarding Equal Employment Opportunity.

Mayo Clinic commits to reasonably accommodate qualified applicants and employees with disabilities. If an employee with a disability (physical, mental) would like to request a reasonable accommodation they can discuss it with their supervisor and/or complete a Reasonable Accommodation Request Form. The form can be found by searching accommodations on HR Connect. Mayo Clinic will communicate collaboratively with qualified applicants and employees who are disabled to determine whether there is a reasonable accommodation which can be provided so that they may perform the essential job duties of the position.

Vendors, contractors, and others doing business with the organization are expected to adhere to the intent of this policy and comply with the principles of equal opportunity employment in their business activities as well.

The non-confidential portions of the affirmative action program may be viewed by any employee or applicant for employment by contacting HR Connect at 507-266-0440 or 1-888-266-0440 between 8 a.m. (CT) and 5 p.m. (CT) Monday through Friday.

As President and CEO of Mayo Clinic, I fully support our affirmative action program and am committed to the implementation of the company's Equal Employment Opportunity (EEO) Policy. I have appointed Ashton Boon, Chief Risk Officer as the EEO Official to manage the EEO and affirmative action program. Our affirmative action program contains an audit and reporting system which enables us to measure the effectiveness of our program, indicate any need for remedial action, determine the degree to which our objectives have been attained, determine whether protected veterans and individuals with disabilities had the opportunity to participate in organization-sponsored activities, measure our compliance with the program's specific obligations, and document actions taken to comply with these obligations.

Any incident or policy that conflicts with the organization's EEO policy should be reported to Human Resources, the EEO Officer, or any other management employee. Mayo Clinic will thoroughly investigate individual complaints and concerns and address allegations of discrimination or harassment confidentially and promptly. Under no circumstances will retaliation of a complainant be tolerated.

A handwritten signature in black ink that reads "Gianrico Farrugia, M.D.".

Gianrico Farrugia, M.D.
President and CEO