



Invitation to be Considered for Affirmative Action Programs

A recorded version of this invitation is also available at http://www.rmhp.org/about_rmhp/employment.aspx.

This invitation is offered in compliance with Executive Order 11246, section 503 of the Rehabilitation Act of 1973, as amended, the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, the Veterans Equal Opportunity Employment Act of 1998, and the Jobs for Veterans Act of 2002, which require government contractors to take affirmative action to employ and advance in employment qualified females, minorities, individuals with disabilities, disabled veterans, recently separated veterans, other protected veterans, and Armed Forces service medal veterans. RMHMC's affirmative action program contains policies and procedures that assure compliance with our obligations.

If you are female, minority, an individual with a disability, disabled veteran, a recently separated veteran, other protected veteran, or an Armed Forces service medal veteran and would like to be considered under the affirmative action program, please tell us. You may inform us of your desire to benefit under the program at this time and/or at any time in the future. Consistent with the Americans with Disabilities Act, it is RMHMC's policy to provide reasonable accommodations to any otherwise qualified applicant or employee with a disability. If you need such an accommodation, you may also request this at any time. To do so, please contact Human Resources or the EEO Officer, Janice L. Rohr, Vice President Human Resources and Corporate Services.

Submission of this information is voluntary and refusal to provide it will not subject you to any adverse treatment. Information you submit will be kept confidential, except that (i) supervisors and managers may be informed regarding restrictions on the work or duties of individuals with disabilities and disabled veterans, and regarding necessary accommodations; (ii) first aid and safety personnel may be informed, when and to the extent appropriate, if the condition might require emergency treatment; and (iii) government officials engaged in enforcing laws administered by OFCCP or the Americans with Disabilities Act may be informed.

The information provided will be used only in ways that are consistent with Executive Order 11246, Civil Rights Act of 1964, as amended, Section 503 of the Rehabilitation Act of 1973, as amended, the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, the Veterans Equal Opportunity Act of 1998, the Jobs for Veterans Act of 2002, and the Americans with Disabilities Act of 1990, as amended.

Definition of an Individual with a Disability

A person who has a physical or mental impairment that substantially limits one or more of his or her major life activities, has a record of such impairment, or is regarded as having such an impairment.

Definition of a Disabled Veteran

A veteran who is entitled to compensation (or who, but for the receipt of military retired pay, would be entitled to compensation) under laws administered by the Secretary of Veteran's Affairs, or was discharged or released from active duty because of a service-connected disability.

Definition of Recently Separated Veteran

Any veteran during the three-year period beginning on the date of such veteran's discharge or release from active duty.

Definition of Other Protected Veteran

A person who served on active duty during a war or in a campaign or expedition for which a campaign badge has been authorized, under laws administered by the Department of Defense.

Definition of Armed Forces Service Medal Veteran

A person who, while serving on active duty in the Armed Forces, participated in a United States military operation for which an Armed Forces service medal was awarded pursuant to Executive Order 12985.