Purpose: To define the hospital’s responsibility for meeting regulatory requirements.

Policy: New London Hospital will meet its legal, moral, social and economic responsibilities for Equal Employment Opportunity/Affirmative Action as authorized and required by all pertinent state and federal legislation, executive orders and rules and regulations, including the following:

1. The Americans with Disabilities Act of 1990 prohibits discrimination against individuals with disabilities in employment. In addition, this act states requirements for public and individual accommodations, services and transportation and telecommunication services.


3. The Age Discrimination in Employment Act of 1967 (29 USC §621 et seq.) prohibits discrimination in employment on the basis of age with regard to those individuals who are at least 40 years of age, but less than 65 years of age.

4. Section 504 of the Rehabilitation Act of 1973 (29 USC §794), and the regulations promulgated pursuant thereto (45 CFR Part 84) prohibits discrimination against qualified handicapped individuals on the basis of handicap and requires employers to make reasonable accommodations to known physical or mental limitations of otherwise qualified handicapped applicants and employees.

5. In addition, NLH does not discriminate on the basis of sexual orientation, gender identity or expression, creed, marital status, familial status, national origin, or any other protected class.

All employees, subcontractors, and vendors must make genuine and consistent efforts to work and provide services consistent with state and Federal legislation in order to be considered business associates with New London Hospital.