**Notice**

**Background Investigations**

HCA Mountain Division hospitals, ambulatory surgery centers, outpatient imaging centers, and physician practices have a policy of conducting background investigations to obtain and evaluate background information on candidates for employment, students, independent contractors, employees or agents of staffing agencies, volunteers, etc. A signed disclosure/release form is required prior to initiating the background investigation.

No one will be permitted to commence employment or provide services until a satisfactory background investigation (otherwise known as an “investigative consumer report”) has been obtained. Contact Human Resources for further information.

**Drug Free Work Place**

HCA Mountain Division hospitals, ambulatory surgery centers, outpatient imaging centers, and physician practices have a policy to provide a working environment that is free from the use of non-prescribed drugs and alcohol as reasonably possible. This policy prohibits the unlawful use, possession, distribution, purchase, or manufacture on facility property of non-prescribed drugs, controlled substances or intoxicants of any kind. Further it prohibits employees and others from working on facility property with any detectable level of drugs, alcohol or other substances in their system. All employees are required to undergo a drug screening examination prior to beginning work. Contact Human Resources for further information.

**Equal Employment Opportunity**

Equal employment opportunities are provided to all employees and applicants for employment without regard to race, color, religion, sex, national origin, age, disability, or status as a Vietnam-era or special disabled veteran in accordance with applicable federal laws. This policy applies to all terms and conditions of employment, including, but not limited to, hiring, placement, promotion, termination, layoff, transfer, leaves of absence, compensation, and training.

By policy, the HCA Mountain Division hospitals, ambulatory surgery centers, outpatient imaging centers, and physician practices expressly prohibit any form of unlawful employee harassment based on race, color, religion, sex, national origin, age, disability, status as a Vietnam-era or special disabled veteran, or status in any group protected by state or local law. Improper interference with the ability of employees to perform their expected job duties is not tolerated.

With respect to sexual harassment, the following is prohibited:

* Unwelcome sexual advances, requests for sexual favors, and all other verbal or physical conduct of a sexual or otherwise offensive nature, especially where:
	+ Submission to such conduct is made either explicitly or implicitly a term or condition of employment;
	+ Submission to or rejection of such conduct is used as the basis for decisions affecting an individual's employment; or
	+ Such conduct has the purpose or effect of creating an intimidating, hostile, or offensive working environment.
* Behaviors that engender a hostile or offensive work environment will not be tolerated. These behaviors may include but are not limited to offensive comments, jokes, innuendoes, and other sexually-oriented statements, printed material, material distributed through electronic media, or items posted on walls or bulletin boards.

- See more at: http://eirmc.com/careers/work-at-a-great-hospital/hr-notices.dot#sthash.vf0ECYUE.dpuf