

1



2

RESPECTING GENDER IDENTITY OF TEAM MEMBERS POLICY

To establish guidelines for respecting the gender identity or gender expression of all team members, including:

- Use of proper names and pronouns
- Updating personnel records
- Ensuring privacy
- Ensuring that all Hackensack Meridian team members interact with each other with professionalism, courtesy, and respect regardless of gender identity or gender identity, and gender transition
- Implementing a gender-neutral dress code for team members;
- Ensuring that all team members have safe and equal access to restrooms and locker rooms in accordance with their gender identity/full-time gender presentation;
- Providing training, an ombudsperson, and a complaint procedure for reporting gender and gender-identity related concerns.

3



► Provide the policies, or equivalent evidence of, that depict the organization’s initiatives for patients and families, regarding the following issues:

- **Diversity, equity, and inclusion**
- Cultural competence

ORGANIZATIONAL OVERVIEW 8

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LEVERAGE AND ALIGN THE NETWORKS GOALS TO THE ORGANIZATIONS MISSION & VISION TO MEET THE DIVERSE NEEDS OF OUR TEAM, PATIENTS, FAMILIES AND COMMUNITIES

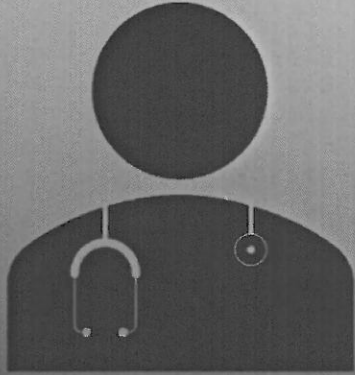
5

TEAM MEMBER RESOURCE GROUPS

The slide features six logos for Team Member Resource Groups arranged in two rows. The top row includes: 'Young Professionals' with an icon of three people; 'Veterans' with a star and laurel wreath; and 'Women in Leadership' with an icon of people and an arrow. The bottom row includes: 'Empowering Younger Leaders' with an icon of a person climbing a ladder; 'Multicultural' with a globe icon; and 'Hackensack Meridian Health PRRG & WLEES' with a network icon.

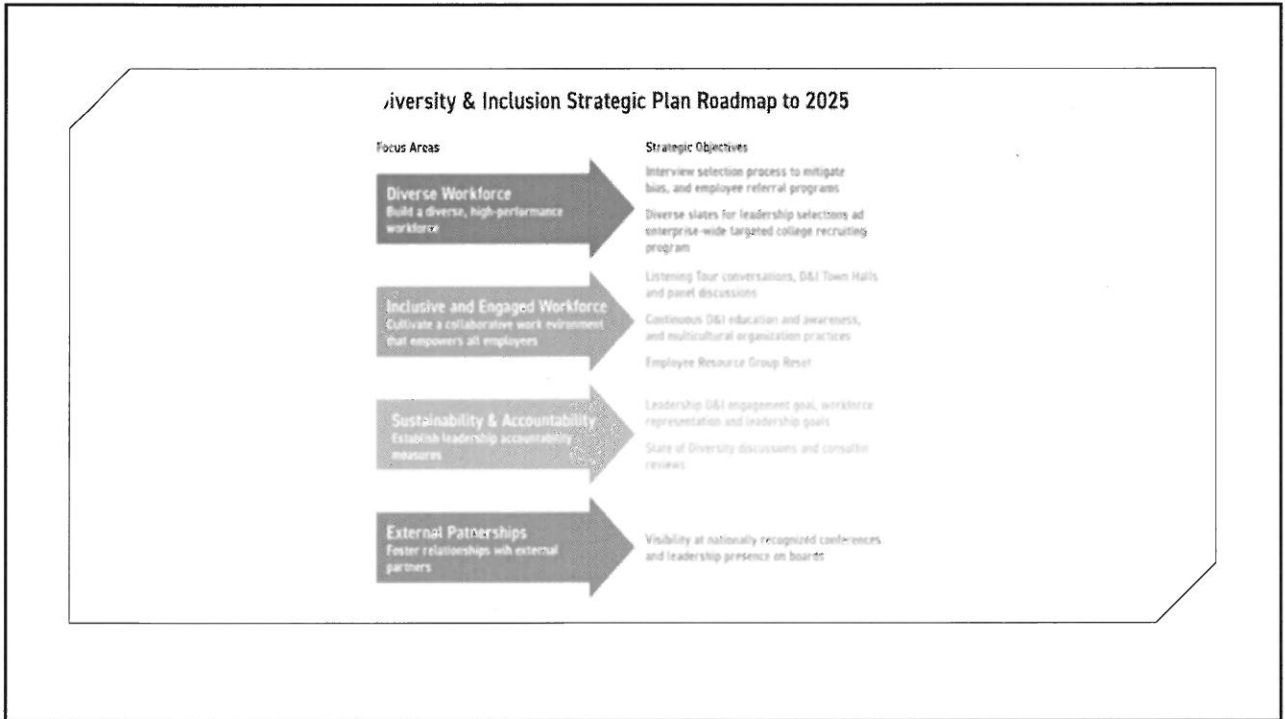
6

TL 2



Provide one example with supporting evidence, of an AVP/Nurse Director/ Nurse Manager's participation in an initiative which promoted workplace diversity, equity, and or inclusion and is consistent with the organization's strategic plan.

7



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