HealthChex Staffing

Equal Employment Opportunity and Anti-Harassment Policy

HealthChex Staffing, LLC · Revised October 2026

Our commitment

HealthChex Staffing, LLC provides equal employment opportunity to all employees, applicants and nurse candidates. We prohibit discrimination and harassment of any kind based on race, color, religion, sex (including pregnancy, childbirth and related medical conditions, sexual orientation and gender identity), national origin, age, disability, genetic information, protected veteran or military status, citizenship status as protected by law, or any other characteristic protected by federal, state or local law.

Who and what this policy covers

This policy applies to every stage of our work, including recruiting, screening, NCLEX preparation, hiring, placement, presenting candidates to client organizations, promotion, compensation, training, transfer, leaves of absence, layoff, recall and termination. It applies to our employees and leadership, and we expect our clients, partners and vendors to respect it in their dealings with our nurses and staff.

We make placement decisions based on qualifications, experience and fit for the role. We will not accept or act on a request from any client to select, reject or limit candidates because of a protected characteristic.

Reasonable accommodation

We provide reasonable accommodation, as required by law, to qualified individuals with disabilities, to employees and applicants for their sincerely held religious beliefs and practices, and for known limitations related to pregnancy, childbirth or related medical conditions, unless an accommodation would cause undue hardship. To request an accommodation, contact us using the details below.

Harassment is prohibited

Harassment based on any protected characteristic is not tolerated, whether by employees, leadership, clients, partners or vendors. This includes sexual harassment, such as unwelcome advances, requests for sexual favors and other verbal, visual or physical conduct of a sexual nature, as well as offensive jokes, slurs, threats, intimidation and other conduct that creates a hostile or offensive environment.

Fair work-authorization practices

Because we recruit internationally educated nurses, we follow the anti-discrimination requirements of the Immigration and Nationality Act. When verifying identity and work authorization, we do not request more or different documents than the law requires, and we do not treat people differently because of their citizenship status or national origin.

How to raise a concern

If you believe you have experienced or witnessed discrimination, harassment or retaliation, report it promptly to the Chief Executive Officer at info@healthchexstaffing.com or 704-808-0108. You may also report to any member of our leadership team. We will investigate promptly and impartially, and we will keep information as confidential as possible. If a violation is found, we will take appropriate corrective action, up to and including termination of employment or of a business relationship.

You also have the right to contact the U.S. Equal Employment Opportunity Commission (EEOC) or the appropriate state agency.

No retaliation

We prohibit retaliation against anyone who reports a concern in good faith, requests an accommodation, or participates in an investigation. Retaliation is itself a violation of this policy.

Responsibility

Every member of the HealthChex Staffing team is responsible for following this policy. Leadership is responsible for putting it into practice, and we review it at least once a year to keep it current with the law.