

Department Policy and Procedure Manual

PGY1 Pharmacy Residency Program Diversity, Equity & Inclusion Policy

Scope: Pharmacy Services

Effective Date: 6/2021

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I. Purpose

To provide a comprehensive statement of the PGY1 Pharmacy Residency Program's mission, strategies, and practices supporting a diversity, equity and inclusion within its organization.

II. Definitions

PGY1 = Post Graduate Year 1

RPD = Residency Program Director

RAC = Residency Advisory Committee

PGY1 Pharmacy Residency Program = RPD, RAC, preceptors, Pharmacy Leadership team, and residents

III. Policy Statements

Ann & Robert H. Lurie Children's Hospital of Chicago PGY1 Pharmacy Residency Program is committed to fostering, cultivating, and preserving a culture of diversity, equity and inclusion. The collective sum of the individual differences, life experiences, knowledge, inventiveness, innovation, self-expression, unique capabilities and talent that our staff invest in their work represents a significant part of not only our culture, but our reputation and program's achievements as well.

We embrace and encourage our employees' differences in age, color, disability, ethnicity, family or marital status, gender identity or expression, language, national origin, physical and mental ability, political affiliation, race, religion, sexual orientation, socio-economic status, veteran status, and other characteristics that make our employees unique.

Ann & Robert H. Lurie Children's Hospital of Chicago PGY1 Pharmacy Residency Program's diversity initiatives are applicable, but not limited, to our practices and policies on recruitment and selection; compensation and benefits; professional development and training; promotions; transfers; social and recreational programs; layoffs; terminations; and the ongoing development of a work environment built on the premise of diversity equity that encourages and enforces:

- Respectful communication and cooperation between all employees.
- Teamwork and participation permitting the representation of all groups and employee perspectives.
- Employer and employee contributions to the patients and families we serve to promote a greater understanding and respect for the diversity.

DISCLAIMER: This policy was developed solely for the use of Children's Hospital of Chicago Medical Center and its affiliates ("Medical Center"). The information contained herein shall not be relied upon by individuals or entities outside Medical Center for accuracy, timeliness, or any other purpose.

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All employees of Ann & Robert H. Lurie Children's Hospital of Chicago and participants of the PGY1 Pharmacy Residency Program have a responsibility to treat others with dignity and respect at all times. All participants of the PGY1 Pharmacy Residency Program are expected to exhibit conduct that reflects inclusion during work, at work functions on or off site, and at all other Lurie Children's-sponsored and participative events.

Any participant of the PGY1 Pharmacy Residency Program found to have exhibited any inappropriate conduct or behavior against others will be subject to disciplinary action.

Any participant of the PGY1 Pharmacy Residency Program who believes they have been subjected to any kind of discrimination that conflicts with Ann & Robert H. Lurie Children's Hospital of Chicago's diversity policies and initiatives should seek assistance from a member of the Pharmacy Leadership team or an Human Resources representative.

IV. Additional Resources

Refer to Lurie Children's Diversity & Inclusion Committee page found through AllConnect®

Date Written: 5/2021

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