



January 1, 2026

Affirmative Action Equal Employment Opportunity Policy Statement

Members of the Health Research, Inc. Community,

Health Research, Inc. (HRI) hereby reaffirms our non-profit corporation's commitment to affirmative action and equal employment opportunity (EEO) in all phases of its employment policies, procedures, and practices.

HRI complies with all federal, state and local laws prohibiting employment discrimination.

It is our policy to recruit, hire, train, and promote persons in all job titles, and ensure that all other personnel actions are administered, without regard to race, color, religion, national origin, sex, sexual orientation, gender identity, veteran status and disability, or other legally protected status, and we will ensure that all employment decisions are based only on valid job requirements.

HRI will also provide reasonable accommodation to known physical or mental limitations of an otherwise qualified employee or applicant for employment, unless the accommodation would impose undue hardship on the operation of our business.

HRI's Affirmative Action Equal Employment Opportunity Policy sets forth the policies, practices, and procedures that we apply to confirm non-discrimination and affirmative action in compliance with applicable laws. This document is available at <http://www.healthresearch.org/employment-opportunities/important-notices-applicants>. If you have questions about specific policies, practices, or procedures, please contact HRI's Human Resources Department.

Further to this commitment and our commitments as a government contractor, employees and applicants shall not be subjected to harassment, intimidation, threats, coercion or discrimination because they have engaged in or may engage in any of the following activities: (1) filing a complaint; (2) assisting or participating in an investigation, compliance evaluation, hearing, or any other activity related to the administration of the affirmative action provisions of Section 503, VEVRAA, or any other Federal, State or local law requiring equal opportunity for individuals with disabilities or protected veterans; (3) opposing any act of practice made unlawful by Section 503, VEVRAA, or their implementing regulations in this part, or any other Federal, State or local law requiring equal opportunity for individuals with disabilities or protected veterans; or (4) exercising any other right protected by Section 503, VEVRAA or their implementing regulations.

HRI's affirmative action program contains an audit and reporting system which enables us to measure the effectiveness of our program, indicate any need for remedial action, determine the degree to which our objectives have been attained, measure our compliance with the program's specific obligations, and document actions taken to comply with these obligations. Employees and applicants may review the non-confidential portions of the affirmative action plans during regular business hours. Please contact HRI Human Resources at HRIHR@healthresearch.org during normal business hours to review the affirmative action plan.

Please join me in continuing HRI's commitment to affirmative action and EEO in all employment policies, procedures and practices.

Sincerely,

A handwritten signature in black ink that reads "Elizabeth Wood".

Elizabeth Wood
Executive Director