Southern Nevada Healthcare System is an equal opportunity employer and provider.

Within VASNHS, **Special Emphasis Programs** (SEPs) have become established as a component of the Equal Employment Opportunity Program. SEPs were set up to address the unique concerns of members of certain groups in achieving diversity, inclusion, and equal opportunity. An LGBT SEP has been established to address the concerns of LGBT employees within VASNHS, as well as the concerns of those wishing to apply for employment within VASNHS.

The specific purpose of the LGBT program is to provide LGBT awareness and education to VASNHS employees while focusing on such issues as employment, retention, promotion, training, career development, and advancement opportunities affecting VASNHS employees and applicants.

Additional Resources

Department of Veterans Affairs Office of Diversity and Inclusion
www.diversity.hr.va.gov

U.S. Equal Employment Opportunity Commission
www.eoc.gov

Federal Globe
www.fedglobe.org/home.html

U.S. Government Jobsite Resource
www.usajobs.gov
www.fedshirevets.gov

Veterans Administration Careers
www.vacareers.va.gov

Employee Non-Discrimination Act
www.hrc.org/laws-and-legislation/federal-legislation/employment-non-discrimination-act

To join the LGBT/A Employee Resource Group at VASNHS please email the
LGBT Special Emphasis Program Manager

DAVID. JENKINS@VA.GOV

Your name will be added to the LGBT email list so that you can receive updates of meetings, status of projects and events, etc. related to the LGBT Special Emphasis Program.

The LGBT/A ERG meets the 1st Thursday of the month from 15:00-16:00

WHERE Every Day is Veterans DAY VA
SOUTHERN NEVADA HEALTHCARE SYSTEM

EMPLOYEE Resource Group

People

Respecting

Individualism

Diversity

Equality

The Lesbian, Gay, Bisexual, Transgender, Ally Employee Resource Group is a Special Emphasis Program within the EEO

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VA Southern Nevada Healthcare System
6900 N. Pecos Avenue
North Las Vegas, NV 89086
(702) 791-9000

VA HEALTH CARE | Defining EXCELLENCE in the 21st Century

Our Mission

The LGBT Special Emphasis Program works toward the commitment that diversity, including LGBT diversity, will be celebrated, recognized and be part of the VA Southern Nevada Healthcare System. We seek to promote this through creating a safe, positive, supportive work environment for LGBT staff by means of education, advocacy, and outreach.

The program seeks to:

- **Make people comfortable with diversity**
- **Identify barriers or biases regarding diversity**
- **Challenge old belief systems**
- **Provide knowledge, wisdom and understanding regarding diversity**
- **Resolve and prevent conflicts**

LGBT/A Employee Resource Group Activities to Date:

- Provided LGBT health awareness information at the Las Vegas Pride Festival.
- Supported and provided outreach to LGBT community through participating in the Las Vegas Pride Parade
- Monthly meetings LGBT Health Awareness week

LGBT LAS VEGAS

The LGBT/A Special Emphasis Program is an integral part of the overall equal employment opportunity (EEO) program and is designed to do the following:

- Ensure that gay, lesbian, bisexual, and transgender people receive equal treatment in all aspects of employment.
- Increase the number of LGBT people employed in all professional, administrative, technical, clerical, and other categories, series and grade levels.
- Provide opportunities to participate in training, career development and leadership programs.
- Encourage the participation of LGBT populations in all VASNHS sponsored programs and activities.
- Provide a network of professional support for LGBT employees.
- Provide mentoring support to LGBT in the workforce.
- Educate all VASNHS employees by raising the level of awareness of LGBT workplace issues and concerns.