

**Radiology Consultants of Iowa, PLC
1948 First Avenue NE
Cedar Rapids, IA 52402
319-364-0121**

To: All Physicians

Below is our current corporate policy in regard to Harassment. You are expected to read and follow this policy when dealing with the hospital and office staffs and also fellow radiologists.

Harassment:

As an aspect of its policy against unlawful discrimination, the Radiologists of Radiology Consultants of Iowa, PLC will not permit any form of unlawful harassment based upon age, race, color, religion, disability status or sex within the work environment. Such harassment is prohibited in all work activities, including those performed away from the RCI Imaging Center. Conduct is prohibited and unlawful when it creates an intimidating, hostile or offensive work environment or influences or affects career, salary, working conditions, responsibilities or other aspects of career development of associates, applicants, or hospital employees. Unlawful sexual harassment also would include contact that creates an explicit or implicit term or condition of the individual's employment. None of these types of conduct will be tolerated. This policy is adopted for the benefit of staff members of RCI Imaging Center, Radiology Consultants of Iowa, PLC or any hospital or facility through which services are rendered.

Each of us has a responsibility to help ensure that the practice is free of such conduct. Any person who believes he or she has been a victim of or witnessed impermissible harassment should immediately report the situation to the Board or CAO. The situation will be promptly investigated and the Board will take appropriate action in enforcing this policy.

My signature below indicates that I have received the corporate harassment policy and agree to follow it.

(signature)

(date signed)

(Return this signed form to the Accounting Department)