

Diversity Is Our Strength

VAPAHCS values a diverse and culturally competent workforce. Diversity in employees' race/ethnicity, gender, age, sexual orientation, gender identity, military status, and disability all contribute to a dynamic workforce that is rich in creativity, experience, skill set and possibility. By reflecting the great diversity among Veterans who seek care at VAPAHCS, a diverse workforce is a significant resource for the men and women who earned VA care through their military service.



VAPAHCS is committed to serving all who served in the US Military including LGBT Veterans and their families and is one of 15 VA Medical Centers nationwide that provides an LGBT Veteran Support Group. Additionally, VAPAHCS hosts an LGBT Programs webpage (www.paloalto.va.gov/lgbt.asp) including a groundbreaking film project "The Camouflage Closet" about LGBT Veterans' experiences with trauma and recovery, produced in collaboration with the Stanford Medical School.

Our LGBT Programs combined with LGBT inclusive hospital visitation and anti-discrimination policies earned VAPAHCS the coveted award of Leadership Status for LGBT Healthcare Equality by the Human Rights Campaign in 2013.

The Department of Veterans Affairs offers a variety of career options from student and internship program to experienced professionals and transitioning military.

Learn more about a career with VA at

<http://www.vacareers.va.gov/>

For more information about jobs at VA Palo Alto Health Care System and with VA, visit

www.paloalto.va.gov/careers/index.asp

or contact

**Human Resources
Recruitment and Placement Office
(650) 493-5000 x63951**



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Work for VA!

Seeking Qualified LGBT
Employees to help with

Serving Those Who Served





A Unique Employer

At VA Palo Alto Health Care System, we strive to hire only the best! Working with and for America's Veterans is a privilege, and we pride ourselves on the quality of care we provide. If you would like to contribute to our dynamic and committed workforce, please consider applying for one of our positions.

By working for the largest, most technologically advanced integrated health care system in the Nation, you'll have access to a wide range of opportunities and leadership positions at your fingertips.

VAPAHCS consists of three inpatient facilities located at Palo Alto, Menlo Park and Livermore, plus seven outpatient clinics in San Jose, Fremont, Capitola, Monterey, Stockton, Modesto and Sonora. These facilities provide some of the world's finest medical care and cutting-edge technology.

Comprehensive health care is provided in areas of medicine, surgery, psychiatry, rehabilitation, neurology, oncology, dentistry, geriatrics, social work services and extended care. VAPAHCS operates nearly 900 beds, including three nursing homes and a 100-bed homeless domiciliary—all to serve more than 85,000 enrolled Veterans.

Same-sex Employee Benefits

With the repeal of the Defense of Marriage Act, VAPAHCS employees married to same-sex spouses are entitled to all of the medical and retirement benefits available to employees in opposite sex marriages.

These benefits include medical and dental insurance for same-sex spouses and children raised by same-sex parents. In addition, legally married same-sex spouses are also eligible for Federal Employee Group Life Insurance (these benefits are not available to people in Civil Unions or Domestic Partnerships).

LGBT Employee Equality

On May 31, 2013, the Department of Veterans Affairs reaffirmed its commitment to equal opportunity, diversity and inclusion with the "No Fear Act"¹, which prohibits discrimination toward employees based on sexual orientation and gender identity as well as race/ethnicity, religion, disability and a variety of other social identities.

This document states "In order to be a high performing organization in the 21st Century, VA must cultivate an inclusive work culture and create an environment that reflects the diversity of our increasingly global community" (p. 6).

Additionally, VAPAHCS has also signed a local EEO policy² protecting employees against discrimination based on sexual orientation

¹www.diversity.va.gov/policy/files/EEO_Policy_Statement.pdf

²http://www.paloalto.va.gov/docs/EEO_Policy_Statement.pdf

and gender identity and protects equal opportunity of "all personnel/employment programs, management practices, and decisions including, but not limited to, recruitment/hiring, merit promotion, transfer, reassignments, training and career development, benefits, and separations" (p. 1).

LGBT Employee Resource Group

VAPAHCS Equal Employment Opportunity Office is the proud sponsor of the LGBT Staff and Allies Special Emphasis Program. Established April 2012, the LGBTSA is a group of over 30 VA employees who work together to raise awareness about LGBT Veteran and employee experiences at VAPAHCS through public relations campaigns, staff training and resource development. Through community outreach, LGBTSA strives to increase VA enrollment among LGBT Veteran patients and encourage employment applications from LGBT civilians and Veterans.

LGBTSA members work in a variety of departments across VAPAHCS including Social Work, Psychology, Medicine, Recreation Therapy, Engineering, and Housekeeping to name a few. Members identify as lesbian, gay, bisexual, transgender, queer and as allies to the LGBT community. LGBTSA welcomes anyone who is interested in making VAPAHCS the choice for LGBT Veterans seeking care and LGBT people seeking employment.