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We, Children's Mercy Kansas City, pledge our commitment to the Times Up Healthcare (TUH) core statements:

- 1) Sexual harassment and gender inequity have no place in the healthcare workplace. We are committed to preventing sexual harassment and gender inequity and protecting and aiding those who are targets of harassment and discrimination;
- 2) We believe every employee should have equitable opportunity, support, and compensation.
- 3) We cannot address a problem without understanding its scope and impact. We will measure and track sexual harassment and gender-based inequities occurring in our institution.

With my signature, we commit our alignment with these outlined core principles of Time's Up Healthcare. We will continue to strengthen our structures, processes, and outcomes as we work toward the goal of a safe, respectful, and equitable workplace.

Signed,

Paul D. Kempinski, MS, FACHE

President and Chief Executive Officer