



College of Medicine

UNIVERSITY OF CINCINNATI COLLEGE OF MEDICINE

POLICY TITLE: <i>Non-Discrimination Policies</i>	APPROVAL DATE: <i>June 7, 2018</i>
RESPONSIBLE DEPARTMENT: <i>Office of Student Affairs & Office of Diversity, Equity and INclusion</i>	APPLIES TO: <i>All Students</i>

University of Cincinnati Equity and Inclusion Policies and Guidelines

<https://www.uc.edu/inclusion/resources/guidelines.html>

University of Cincinnati Non-discrimination and Affirmative Action Policy

Background

The university is committed to excellence and diversity in our faculty and staff. A fundamental component to achieving diversity is ensuring equal opportunity for all through affirmative action and by providing an inclusive environment free from invidious discrimination in all its forms. This policy applies to employees who are not covered by a collective bargaining agreement or for whom the agreement contains no provision regarding this subject.

University Policy on Discriminatory Harassment

http://www.uc.edu/content/dam/uc/hr/labor_and_employee_relations/policies/11_02_discriminatory_harassment.pdf

University Policy on Non-Discrimination and Affirmative Action

http://www.uc.edu/content/dam/uc/hr/labor_and_employee_relations/policies/11_01_nondiscrimination_and_affirmative_action.pdf

Definition(s)

1. Invidious Discrimination is discrimination on the basis of race, color, religion, national origin, ancestry, disability, medical condition, genetic information, marital status, sex, age, sexual orientation, veteran status or gender identity and expression.
2. Affirmative Action is the good faith effort to achieve full utilization of women and minority groups at all levels and in all areas of the university.

Policy

1. Invidious discrimination shall not be tolerated.
2. Where past or present discrimination continues to have an adverse impact upon protected class members such as minority groups, women, disabled, veterans or disabled veterans, the university will take affirmative action in carrying out its policy of non-discrimination and equal opportunity for all.

Procedure

1. Medical students with allegations of invidious discrimination should follow the Harassment/Abuse Policy in the Student Handbook but have the additional route of reporting allegations to the Office of Equity and Inclusion (OEI).

<http://www.uc.edu/inclusion.html>

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