

Equal Opportunity and Nondiscrimination

1. **Equal Opportunity/Nondiscrimination Policy.** The University of Kansas Medical Center is committed to providing equal opportunity and prohibiting illegal discrimination. The Executive Vice Chancellor affirms that the institution shall:
 - a. develop and enforce University policies governing recruitment and selection for both employment and academic admissions to remove barriers to equal opportunity and prevent illegal discrimination;
 - b. ensure that all decisions affecting students, residents and employees conform to the principles of equal opportunity and nondiscrimination;
 - c. administer personnel actions such as hiring, promotion, separation, compensation, benefits (within the limits of the law), transfers, layoffs, returns from layoff, University-sponsored training, education, tuition assistance, and social or recreational programs with fairness and equity, regardless of race/ethnicity, color, religion, national origin, ancestry, sex, including marital status, age, disability, sexual orientation, or status as a Vietnam-era veteran, special disabled veteran, recently separated veteran, or other protected veteran;
 - d. prohibit discrimination in the recruitment and admission of students, the employment of faculty and staff, and the operation of all University programs, activities and services;
 - e. ensure that no prohibited pre-employment or pre-admission inquiries are made on application forms or during interviews;
 - f. cooperate with federal and state agencies in fulfilling its obligations under the laws of the United States and the State of Kansas;
 - g. prohibit genetic testing and screening of employees, faculty, students or residents for employment or academic related decisions.

2. **Legal Basis.** Discrimination on the basis of race/ethnicity, color, ancestry, religion, national origin, sex, including marital status, age, disability, or status as a Vietnam-era veteran, special disabled veteran, recently separated veteran or other protected veteran is prohibited by federal and state statutes as amended, including Titles VI and VII of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, Sections 503 and 504 of the Rehabilitation Act of 1973, the Pregnancy Discrimination Act of 1978, the Age Discrimination in Employment Act of 1978, the Vietnam Era Veteran's Readjustment Assistance Act of 1974, the Americans with Disabilities Act of 1990, the Civil Rights Act of 1991, the Kansas Age Discrimination in Employment Act, and the Kansas Act Against Discrimination (KAAD). Genetic testing and screening is prohibited by KAAD. Discrimination on the basis of sexual orientation is prohibited by University policy.

3. **Responsibility for Implementation.** It is the responsibility of all members of the University community to ensure that commitment to equal opportunity and

nondiscrimination is an integral part of KUMC. This policy governs all employees, faculty, students, residents, volunteers, agents, groups and organizations who use University facilities, and other members of the University community to the extent provided by law.

4. **Selection.** All procedures and practices by which individuals are hired, selected, promoted, transferred or terminated must be valid, reliable, nondiscriminatory and consistently applied. All persons who make selection decisions on behalf of KUMC are responsible for understanding the University's recruitment and selection procedures, the development and application of nondiscriminatory selection criteria, prohibited pre-employment inquiries, and required record-keeping. The Human Resource Departments on both the Kansas City and Wichita campuses provide technical assistance and advice.
5. **Training/Education.** The University is committed to educating members of its community about the nature and consequences of discrimination, including all forms of illegal harassment, and the availability of internal avenues for handling complaints. On-going education is particularly essential for supervisors, directors, department chairs and administrators who are responsible for taking appropriate action when they become aware of incidents that may involve illegal discrimination, including sexual or other forms of harassment.
6. **Retaliation.** Retaliation against anyone reporting or thought to have reported discrimination, including all forms of illegal harassment, is a violation of this policy and will be considered independently of the discrimination complaint. Encouraging others to retaliate also violates this policy.
7. **Reporting Discrimination and Illegal Harassment.** Individuals who believe they have been subjected to illegal discrimination, including sexual or other forms of harassment, must report incidents to one of the following individuals or offices: Equal Opportunity Office, Graduate Medical Education Office in Kansas City, WCGME Office in Wichita, the Dean of Students, or the Human Resource Department in Kansas City or Wichita.
8. **Receiving Reports of Discrimination and Illegal Harassment.** It is the responsibility of any member of the University who receives a report involving potential discrimination or illegal harassment to record adequate information for conducting an inquiry, and make immediate contact with the Equal Opportunity Office. Reports shall be treated with respect and diligence. Complaints are handled internally through the Discrimination Complaint Procedure.