 KANSAS HEALTH SCIENCE UNIVERSITY	Policy Title:	Non-Discrimination Policy			
	Policy Sponsor(s):	Human Resources			
	Policy Type	Academic <input type="checkbox"/>	Non-Academic <input checked="" type="checkbox"/>	Page:	1 of 3
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1. POLICY STATEMENT

Kansas Health Science University (KHSU)-Kansas College of Osteopathic Medicine (KansasCOM) is committed to fostering an inclusive environment that values all perspectives, experiences, and contributions. In turn, employees are expected to be participatory members of an active learning community that promotes cultural awareness, competence, and understanding of diversity.

KHSU-KansasCOM acknowledges its ethical and statutory responsibility, as required by all applicable federal and state laws, to afford equal treatment and employment opportunities to all persons from a variety of backgrounds, experiences, skill sets, and passions, and thus complies with all applicable employment laws and directives regarding non-discrimination and equality.

KHSU-KansasCOM does not discriminate and prohibits discrimination and harassment against its applicants, employees, and students based on race, ethnicity, sex, religion, religious creed, color, age, national origin or ancestry, physical or mental disability, genetic information, medical condition, marital status, military or veteran status, sexual orientation, gender, gender identity, gender expression, pregnancy, childbirth and medical conditions related to pregnancy and childbirth and all other bases protected by federal, state or local law, ordinance or regulation and also differences in language, political activities/affiliation, socio-economic status, or any other impermissible reason in its programs and activities.

2. PURPOSE

The purpose of this policy is to ensure that all employees can work in an environment free from unlawful discrimination and comply with equal employment opportunity requirements.

3. APPLICABILITY

All KHSU-KansasCOM employees and employment candidates.


4. DEFINITIONS

Discrimination: Unfair or prejudicial treatment of individuals or groups based on personal attributes, identities, or beliefs in a manner inconsistent with institutional values and applicable law.

5. PROCEDURES

The environment of KHSU-KansasCOM is characterized by mutual trust and the absence of intimidation, oppression, and exploitation. Employees should be able to work and learn in a safe yet stimulating atmosphere. Through enforcement of this policy, the KHSU-KansasCOM will seek to prevent, correct, and discipline behavior that violates this policy.

All employees, regardless of their position, are covered by and expected to comply with this policy and take appropriate measures to ensure that prohibited conduct does not occur. Appropriate disciplinary action will be taken against anyone who violates this policy. Based on the seriousness of the offense, disciplinary action may include verbal or written reprimand, suspension, or termination of employment.

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KHSU-KansasCOM will make every reasonable effort to ensure that all concerned are familiar with these policies and are aware that any complaint in violation of such policies will be investigated and resolved accordingly.

5.1 Prohibited Conduct

It is a violation of KHSU-KansasCOM policy to discriminate in the selection of administrative personnel, faculty and staff, and students, the provision of employment opportunities, benefits, or privileges; to create discriminatory work conditions; or to use discriminatory evaluative standards in employment if the basis of that discriminatory treatment is, in whole or in part, as described in the above policy statement.

Discrimination of this kind may also be strictly prohibited by a variety of federal, state, and local laws, including but not limited to Title VII of the Civil Rights Act of 1964, Title IX of the Educational Amendments of 1972, the Age Discrimination Act of 1975, and the Americans with Disabilities Act of 1990. This policy is intended to comply with the prohibitions stated in these anti-discrimination laws.

5.2 Reporting an Incident of Discrimination

KHSU-KansasCOM encourages reporting of all perceived incidents of discrimination regardless of the offender's identity or position. Individuals who believe they have been the victim of such conduct should discuss their concerns with their immediate supervisor, Human Resources, or through the [EthicsPoint](#) hotline.

To facilitate reporting of discrimination where the employee wishes to remain anonymous, a report may be submitted to Navex Global by visiting www.ethicspoint.com or calling 1-888-247-3189.

Student concerns regarding discriminatory actions should be reported to the Senior Associate Dean of Student Affairs and Strategic Academic Programs. For additional information, please refer to the [Student Inclusivity and Belonging Policy](#) on the [KHSU-KansasCOM website](#).


5.3 Investigation Procedure

Reports of discrimination shall be evaluated, and KHSU-KansasCOM will promptly undertake an effective, thorough, and objective investigation of the allegations of discrimination. Complaints and investigations will be handled on a confidential basis, to the extent possible, with due regard for the rights of the individuals involved.

Information about the investigation and complaint shall only be released to individuals on a need-to-know basis or as otherwise required by law.

5.4 Non-Retaliation

Retaliation for good-faith reports of suspected harassment or discrimination is prohibited. An employee who retaliates against someone who has made such a report in good faith may be subject to discipline up to and including termination of employment. Complaints of retaliation must be directed to your manager or human

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resources. For additional information, please refer to the [Whistleblower Protection and Non-Retaliation Policy](#) and the [Anti-Harassment and Anti-Retaliation Policy](#) available on the [Employee Intranet](#).

For additional information, please refer to the [Inclusivity and Belonging Policy](#) available on the [Employee Intranet](#).

6. RELATED DOCUMENTS

- Employee Inclusivity and Belonging Policy
- Student Inclusivity and Belonging Policy
- Whistleblower Protection and Non-Retaliation Policy
- Anti-Harassment and Anti-Retaliation Policy

7. CONTACTS

- Human Resources