

NON-DISCRIMINATION POLICY

The mission of the University of Missouri-Kansas City School of Medicine (SOM) is:

"to improve the health and well-being of individuals and populations through innovative educational programs in medicine and biomedical science, cutting-edge biomedical research, and leadership in academic medicine. The School strives to implement this mission with the highest professional and ethical standards, in a culture of diversity and inclusiveness, and in an environment that enables each individual to develop to his or her full potential."

In support of this mission, the SOM, in all of its responsibilities to learners, faculty and staff, does not discriminate in any form on the basis of age, sex, gender, race, color, ethnicity, national origin, ancestry, religion, disability, sexual orientation, gender identity, military or veteran status. The SOM does not discriminate in admissions decisions, decisions related to learners, educational programs or activities, or employment.

As an academic unit within the University of Missouri-Kansas City, the SOM complies with all federal and state laws and University of Missouri System policy regarding nondiscrimination and affirmative action, including Title IX of the Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, Title VII of the Civil Rights Act of 1964 and the state of Missouri Human Rights Act Chapter 213 RSMO. The SOM Non-Discrimination Policy aligns with the university's notice of non-discrimination.

Process for Reporting Discrimination

Any student, resident, fellow, faculty or staff member who feels they have been discriminated against, or who feels they have observed discrimination, may report the discrimination to the School of Medicine Associate Dean of Diversity and Inclusion, who is responsible for hearing and addressing concerns related to discrimination. Any person who believes they have experienced or witnessed discrimination may also address the situation through the following mechanisms:

For students, residents or fellows:

- Address the situation immediately and non-confrontationally with the person engaging in discriminatory acts;
- Discuss the situation with the course director, program director or department chair;
- Discuss the situation with the Education Team Coordinator or Program Coordinator;
- Discuss the situation with the docent or another faculty member;
- Discuss the situation with the Associate Dean of Student Affairs or another member of the Student Affairs staff;
- Discuss the situation with the Associate Dean of Graduate Medical Education.

For faculty and/or staff:

- Address the situation immediately and non-confrontationally with the person engaging in discriminatory acts;
- Discuss the situation with the course director, program director or department chair;
- Discuss the situation with the appropriate supervisor;
- Discuss the situation with the Vice Dean.

Any person receiving a report of discrimination should submit that report to the Associate Dean of Diversity and Inclusion so that he/she may follow the process outlined below.

Process for Associate Dean of Diversity and Inclusion

Upon receipt of a report of discrimination, the Associate Dean of Diversity and Inclusion will notify additional administrators within the School of Medicine, including but not limited to:

- Associate Dean for Student Affairs for student-related complaints
- Associate Dean for Graduate Medical Education for resident-related complaints
- Academic Department Chair and Senior Associate dean for faculty-related complaints
- Associate Dean for Clinical Affiliates for complaints that stem from the hospital environment. The hospital's human resources department may become involved based on the situation.

- Supervisor of the person against whom the report has been filed and the Director of Business Affairs for staff-related complaints.

The Associate Dean of Diversity and Inclusion will work with the student, resident, fellow, faculty or staff member filing the complaint, in association with the other appropriate staff and administration, to investigate and resolve the matter. The ability to provide feedback to the person filing the complaint may be limited due to matters related to confidentiality for both the person filing the complaint and the person against whom the complaint is filed. Confidentiality of the reporter will be maintained to the extent possible based on the situation.

Title IX concerns must be reported to Title IX Coordinator at the University of Missouri-Kansas City for investigation. Reports may be made to the Office of Affirmative Action and Title IX at 816-235-6910.

Tracking Reports of Discrimination

The Associate Dean of Diversity and Inclusion must keep a confidential record of all reports of discrimination, and must include the outcome or status of the report. The record will include the name of the person filing the complaint, the status of the person filing the complaint (e.g. student, resident, fellow, faculty, or staff), the date the complaint was filed, the person against whom the complaint is filed, a summary of the complaint, and the status of the report.

Additionally, regarding a climate of discrimination for students, the Associate Dean of Diversity and Inclusion should review the Annual Student Survey and the Graduation Questionnaire to determine whether or not students collectively report a high frequency of instances of discrimination. Regarding a climate of discrimination among faculty and staff, the Associate Dean of Diversity and Inclusion should review any school or university-wide campus climate survey results to identify areas of improvement for the School of Medicine.

The number of individual reports, as well as the results from the Annual Student Survey, the Graduation Questionnaire, and any school or university climate surveys, should be reported annually to the Diversity Council by the Associate Dean of Diversity and Inclusion. This report should then be submitted to the Coordinating Committee by the Diversity Council.

Retaliation

Retaliation against the person filing a report of discrimination will not be tolerated in any situation. Individuals who believe that retaliatory action has been taken against them as a result of reporting or raising concerns regarding discrimination may report such retaliation to the Associate Dean of Diversity and Inclusion.

Training

The University of Missouri-Kansas City and the hospital affiliates require students, staff, and/or faculty to complete the following training:

- Title IX
- Sexual harassment and discrimination

POLICY ADMINISTRATION

Responsible for policy: **Diversity Council**

Responsible for tracking compliance: **Coordinating Council**

Date policy passed: **06/02/2017**

Date most recent policy update: **N/A**

Date of next review: **06/2020**