



SCHOOL of
OSTEOPATHIC
MEDICINE

Policy Title: UIWSOM Non-Discrimination Policy
Functional Area: ADMINISTRATIVE

Status: FINAL
Effective: 2/10/2021
Approved by: SOM Dean
Policy Contact: Dean
Responsible Office: Office of the Dean
Last Reviewed/Updated: 2/10/2021

Purpose: The purpose of this policy is to outline UIWSOM guidelines against discrimination.

Policy Statement

Non-Discrimination Policy

Discrimination and harassment are contradictory to the mission of UIW and will not be tolerated. UIW complies with all applicable federal and state nondiscrimination laws, and does not engage in prohibited discrimination or harassment on the basis of race, color, sex, gender, sexual orientation, citizenship status, ethnicity, national origin, age, marital status, disability, genetic information, gender identity or expression, veteran status, pregnancy, religion or any other characteristics protected by law.

As a Catholic institution of higher education sponsored by the Sisters of Charity of the Incarnate Word, UIW is, however, exempt from the prohibition against religious discrimination of the Civil Rights Act of 1964 and some provisions of Title IX of the Education Amendments of 1972. With respect to government contracts and in accordance with 41 CFR Section 60-1.5, it shall not be a violation of the equal opportunity clause required by Executive Order 11246 for UIW to establish a hiring preference for applicants of the Catholic faith. UIW reserves the right to exercise this hiring preference as required to maintain its Catholic identity.

Revised by UIW 07/2020

- I. Participants
 - A. All UIWSOM personnel (faculty, staff and administrators), learners, and clinical/educational partners.

- II. Reference locations
 - A. UIWSOM Policies Page: <https://osteopathic-medicine.uiw.edu/docs/academic-policies/uiwsom-non-discrimination-policy.pdf>
 - B. UIWSOM Admissions Webpage: <https://osteopathic-medicine.uiw.edu/admissions/doctor-of-osteopathic-medicine/index.html>