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

Policy Statement

I. Description

Discrimination and harassment are antithetical to the mission of the University of the Incarnate Word and will not be tolerated. The University of the Incarnate Word complies with all applicable federal and state nondiscrimination laws and does not engage in prohibited discrimination on the basis of race, color, nationality or ethnic origin, gender, age or disability in either employment or the provision of services.

In addition, the University of the Incarnate Word School of Osteopathic Medicine does not engage in discrimination on the basis of sex, sexual orientation or gender identity.*

As a Catholic institution of higher education sponsored by the Sisters of Charity of the Incarnate Word, the University of the Incarnate Word is, however, exempt from compliance with some provisions of certain civil rights laws, including some provisions of Title IX of the Education Amendments of 1972.

The University of the Incarnate Word is exempt from the prohibition against religious discrimination of the Civil Rights Act of 1964. 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 the University of the Incarnate Word to establish a hiring preference for applicants of the Catholic faith. The University of the Incarnate Word reserves the right to exercise this hiring preference as required to maintain its Catholic identity.

*This statement was added explicitly by the UIWSOM to all SOM policies and handbooks.

II. Participants

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