

**BURRELL COLLEGE  
OF OSTEOPATHIC MEDICINE  
POLICY MANUAL**

SECTION: Mission & Governance

Policy: B1040

TOPIC: Non-Discrimination

Approval Date: 1/22/19

Effective Date:1/22/19

Revised: 6/9/23

Approved: Signature on File

Page 1 of 1

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**POLICY**

The selection process for all Burrell College employees, faculty and students shall not discriminate on the basis of race, ethnicity, color, sex, sexual orientation, gender, gender identity, national origin, age, disability, genetic information, religion, marital or veteran status or other federally protected classes. The College prohibits discrimination and harassment within its education program or activities.

**RESPONSIBLE OFFICIAL(S):**

President, Office of Institutional Effectiveness, Office of Student Affairs, Office of Human Resources, Office of Enrollment Services

**DEFINITIONS:**

**Discrimination:** Including harassment, is defined as conduct directed at a specific individual or a group of identifiable individuals that subjects the individual or group to treatment that adversely affects their employment or education on account of race, ethnicity, color, sex, sexual orientation, gender, gender identity, national origin, age, disability, genetic information, religion, marital or veteran status or other federally protected class(es).

**Harassment:** As a form of discrimination, is defined as verbal or physical conduct that is directed at an individual or group because of race, ethnicity, color, sex, sexual orientation, gender, gender identity, national origin, age, disability, genetic information, religion, marital or veteran status or other federally protected class(es) when such conduct is so severe or pervasive that it interferes with an individual or group's performance or creates a hostile, or offensive environment. Sexual harassment and sexual misconduct are outside the scope of this policy and is addressed in the College's Title IX Policy.

**PROCEDURE:**

1. The College shall provide periodic training to all employees of the College regarding the regulatory statutes that govern equal opportunity in the workplace.

The College will assure that hiring and appointment practices are in compliance with state and federal statutes governing equal opportunity in the workplace.

2. The College will assure that individuals selected for participating in research and sponsored programs or activities comply with state and federal statutes governing equal opportunity in the workplace.

3. The College shall provide opportunity for confidential reporting and investigate any allegation of violation of the statutes referenced herein or this policy. Reference the College's Grievance Policy for reports of violation of this policy.
4. The College shall affect an immediate remedy for any confirmed violation of this policy which may include disciplinary action including administrative withdrawal or termination of employment from the College.
5. The College shall publish its nondiscrimination practices identified herein and its diversity statistics in its online publications, catalogs or handbooks.

**CROSS-REFERENCE:**

Policy B2040 Grievance

Policy B5001 Code of Professional Conduct

Policy B1043 Title IX