



Origination 07/2024
Last Approved 07/2024
Effective 07/2024
Last Revised 07/2024
Next Review 07/2027

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Area Human Resources

Non-Discrimination Policy

POLICY

Roseman University of Health Sciences is committed to creating a culture of respect and civility and maintaining a fair and respectful environment in which to learn and work where all share a commitment to academic freedom, open inquiry, and the pursuit of knowledge. To that end, Roseman University is committed to a policy of equal employment and equal access in all its educational programs and activities. Diversity, inclusion, and an environment free from discrimination and harassment are central to the mission of the University.

The University expressly prohibits any form of discrimination and harassment on the basis of any protected classification. Therefore, it is the policy of the University – applicable to all colleges and units – to recruit, employ, retain, promote, and provide benefits to employees and to admit and provide services for students without regard to race, color, creed, national origin, ethnicity, ancestry, religion, age, sex (including pregnancy, childbirth, and related conditions), sexual orientation, gender, gender identity, marital status, partnership status, disability, genetic information, alienage, citizenship, military or veteran status, status as a victim of domestic violence/stalking/sex offenses, unemployment status, or any other legally prohibited basis in accordance with federal, state, or local laws.

Bias based on the protected categories listed above will not hinder employment, study or institutional services, programs, or activities. Bias factors will not be permitted to have an adverse influence upon decisions regarding students, employees, applicants for admission, applicants for employment, contractors, volunteers, or participants in or users of institutional programs, services, and activities.

Every member of the University Community is expected to uphold this policy as a matter of mutual respect and fundamental fairness. Every student has a responsibility to conduct themselves in accordance with this policy as a condition of enrollment, and every University employee has an obligation to observe University policy as a term of employment. Incidents of harassment and/or discrimination will be met with appropriate disciplinary action, up to and including dismissal or expulsion

from the University.

It is also the policy of Roseman University to provide reasonable accommodations when appropriate to individuals with disabilities, individuals observing religious practices, employees who have pregnancy or childbirth-related medical conditions, or employees who are victims of domestic violence/stalking/sex offenses.

This policy also prohibits retaliation for reporting or opposing discrimination or cooperating with an investigation of a discrimination complaint.

Prohibited Conduct

Discrimination is treating an individual differently or less favorably because of his or her protected characteristics – such as race, color, religion, sex, gender, national origin, or any of the other bases prohibited by this policy.

Harassment is a form of discrimination that consists of unwelcome conduct based on a protected characteristic that has the purpose or effect of unreasonably interfering with an individual's work or academic performance or creating an intimidating, hostile or abusive work or academic environment. Such conduct can be spoken, written, visual, and/or physical. This policy covers prohibited harassment based on all protected characteristics.

Retaliation is any act or attempt to retaliate against or seek retribution from any individual or group of individuals for (1) making a good faith report of a violation of this policy; (2) reasonably participating in the investigation of a report of conduct that would violate this policy, or (3) reasonably objecting to or resisting conduct that would violate this policy. Retaliation can take many forms, including, but not limited to, a materially adverse action or threat of a materially adverse action taken by the University or by an employee or student thereof, against a student, faculty member or staff member.

Examples of Civility:

- Treating others with dignity, courtesy, respect, politeness, and consideration.
- Speaking in tones of voice that are appropriate for the circumstances.
- Being respectful of others' rights to express their views, even if you disagree.
- Managing conflict with others in a respectful way.

DISCRIMINATION AND RETALIATION COMPLAINTS

Roseman University is committed to addressing discrimination and retaliation complaints promptly, consistently, and fairly, and will conduct fair, timely, and thorough investigations into complaints so that reasonable steps to remedy the effects of any discrimination and prevent any recurrence of the behavior. The Office of Human Resources shall be responsible for addressing discrimination and retaliation complaints regarding employees under this policy. Each college shall be responsible for addressing discrimination and retaliation complaints from or regarding students under this policy.

REPORTING PROCEDURE

1. Employees who believe that they have been a victim of discrimination should report the act to the Office of Human Resources. Reports may also be made to the Unit Heads, Deans, or Chancellors who will immediately forward the complaint to the Office of Human Resources.
2. Students who believe that they have been a victim of discrimination should report the act to their respective college's Office of Student Affairs or as appropriate for their college. Reports may also be made to college Deans or Program Directors who will immediately forward the complaint to the Office of Student Affairs or as appropriate for their college.

ACADEMIC FREEDOM

This policy shall not be interpreted so as to constitute interference with academic freedom.

All Revision Dates

07/2024

Approval Signatures

Step Description

Approver

Date

