



## **MERITUS SCHOOL OF OSTEOPATHIC MEDICINE**

### **Title IX Policy**

Policy Number:

Effective Date: 11.20.2024

Approved by: Paula Gregory, DO (Dean)

**It is the firm policy of Meritus School of Osteopathic Medicine not to discriminate on the basis of race, ethnicity, color, sex, sexual orientation, gender, gender identity, sex characteristics, religion, national origin, age, disabilities, pregnancy related conditions.**

#### **Policy & Procedure Statement**

Meritus School of Osteopathic Medicine (MSOM) is committed to providing an educational and work environment free from all forms of sex discrimination, including sexual harassment, as required by Title IX of the Education Amendments of 1972 and its implementing regulations.

MSOM strives to create and maintain an environment in which people are treated with dignity, decency and respect. This environment is characterized by mutual trust and the absence of intimidation, oppression and exploitation. Employees and students should be able to work and learn in a safe and stimulating atmosphere. The accomplishment of this goal is essential to the mission of MSOM. For that reason, MSOM will not tolerate unlawful discrimination or harassment of any kind. Through enforcement of this policy and by education, MSOM will seek to prevent, correct and discipline behavior that violates this policy. All employees and students, regardless of their positions, are covered by and are expected to comply with this policy and to take appropriate measures to ensure that prohibited conduct does not occur. Appropriate disciplinary action will be taken against any individual who violates this policy. Based on the seriousness of the offense, disciplinary action may include verbal or written reprimand, suspension, termination of employment, or expulsion.

#### **Grievance Procedures**

MSOM has adopted grievance procedures that provide for the prompt and equitable resolution of student and employee sex discrimination complaints. These procedures include:

1. Equal treatment of complainants and respondents
2. Objective evaluation of all relevant evidence
3. Prohibition of conflicts of interest or bias for or against complainants or respondents
4. Presumption that the respondent is not responsible until a determination is made
5. Reasonably prompt timeframes for all stages of the grievance process
6. Description of possible disciplinary sanctions and remedies
7. Statement of the standard of evidence (preponderance of evidence)
8. Procedures and bases for appeals
9. Description of supportive measures available to both parties

For a full description of the grievance procedures, please refer to page 4 of the Non-Discrimination Policy.

### **Prohibited Conduct Under This Policy**

MSOM, in compliance with all applicable federal, state and local anti-discrimination and harassment laws and regulations, enforces this policy in accordance with the following definitions and guidelines:

**Discrimination** It is a violation of MSOM policy to discriminate in the selection of administrative personnel, faculty and staff, and students, the provision of employment opportunities, benefits or privileges; to create discriminatory work conditions; or to use discriminatory evaluative standards in employment if the basis of that discriminatory treatment is, in whole or in part, on race, ethnicity, color, sex, sexual orientation, gender, gender identity, sex characteristics, religion, national origin, age, disabilities, pregnancy or related conditions. Further, it is a violation of MSOM Policy to discriminate in the selection of administrative personnel, faculty and staff, and students if the basis of that discriminatory treatment is, in whole or in part, genetic information or marital status in its programs, activities, hiring, or the admission of students.

**Sex-Based Harassment:** Sex-based harassment is a form of sex discrimination and includes sexual harassment, as well as harassment based on sex stereotypes, sex characteristics, pregnancy or related conditions, sexual orientation, and gender identity. It can take the form of quid pro quo harassment, sexual assault, dating violence, domestic violence, stalking, or hostile environment harassment.

### **Title IX Regulations**

All members of the MSOM community should be aware that Meritus Health and MSOM are concerned about discrimination, harassment, and retaliation and are prepared to take action to prevent and correct such behavior. Individuals who engage in such behavior are subject to discipline, up to and including termination or dismissal/expulsion. MSOM considers discrimination, harassment in all its forms, and retaliation to be a serious offense. Retaliation against a person who reports, complains about, or participates in the investigation of discrimination and/or harassment is prohibited. Retaliation occurs when an adverse action is taken against an employee or a student because the employee or the student participated in a protected activity. Information concerning an allegation of discrimination, harassment and/or retaliation will be handled in a confidential manner insofar as possible. Any employee or agent of MSOM who receives a complaint of discrimination, harassment and/or retaliation or who otherwise learns of the occurrence of harassment has the responsibility to take prompt steps to ensure that the matter is addressed, even if the complainant refuses to be identified.

MSOM supervisory personnel have a responsibility and are required to discourage and eliminate conduct inconsistent with this policy. Supervisors are required to report any occurrence of discrimination, harassment, and retaliation they are aware of. Depending on the circumstances, the person against whom the complaint has been made may be placed on administrative leave pending investigation. Other interim measures may also be implemented to minimize any potential negative impact on the parties and/or to maintain the integrity of the investigation. Appropriate remedial action will be taken depending upon the outcome of the investigation. No employee or student will be retaliated against for making a complaint, for bringing inappropriate conduct to the attention of management, or for participating in any investigation or hearing. Persons who are not employees of MSOM, but who perform work at MSOM for its benefit (such as contractors and their employees, temporary employees provided by agencies, visitors employed in joint projects, etc.) must comply with this policy. Complaints against such individuals will be investigated and addressed.

For any questions or concerns related to this policy or to report a potential violation, please contact the

**Title IX Coordinator:**

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