



2024 Equal Employment Opportunity and Affirmative Action Statement of Policy

As a premier learning and research institution, the University of Kansas Medical Center and its Executive Vice Chancellor (EVC) recognize the importance of fostering an environment that affords an equal opportunity to all persons and strives to eliminate all forms of discrimination. The KU Medical Center's EVC fully supports University efforts to ensure that all other personnel actions are administered in accordance with the University's Nondiscrimination, Equal Opportunity and Affirmative Action Policy.

In accordance with Titles VI and VII of the Civil Rights Act of 1964, the Equal Pay Act of 1963, the Age Discrimination in Employment Act of 1967, the Age Discrimination Act of 1975, Executive Order 11246, Title IX of the Education Amendments of 1972, Section 503 and 504 of the Rehabilitation Act of 1973, The Americans with Disabilities Act, the Vietnam Veterans Readjustment Assistance Act of 1974, the Jobs for Veterans Act of 2002, the Kansas Acts Against Discrimination and all other applicable civil rights and nondiscrimination statutes, the KU Medical Center prohibits discrimination. Specifically, KU Medical Center prohibits discrimination on the basis of race, color, ethnicity, religion, sex, national origin, age, ancestry, disability, status as a veteran, sexual orientation, marital status, parental status, gender identity, gender expression and genetic information in the University's programs and activities. Retaliation is also prohibited by university policy. The following office has been designated to handle inquiries regarding KU Medical Center's non-discrimination policies: KU Office of Civil Rights and Title IX; Dole Human Development Center, rm 1082, 100 Sunnyside Ave., Lawrence, KS 66045, civilrights@ku.edu 785-864-6414. Reports may also be submitted online via this link: https://cm.maxient.com/reportingform.php?UnivofKansas&layout_id=20

The University's nondiscrimination policy extends to employment practices, conditions of employment, personnel actions and all other educational programs and activities of the university and its affiliates. It also extends to any retaliatory actions by an individual and their associates that may arise as a result of (1) filing a discrimination complaint, (2) participating in a civil rights investigation, compliance evaluation, hearing or any other activity related to the administration of the laws above (3) opposing any action made unlawful by the laws cited above, or (4) exercising any other right protected by the laws above. Prohibited retaliation includes, but is not limited to, harassment, intimidation, threats, coercion, or other adverse actions that might dissuade someone from asserting their rights. Leaders in the University community continuously examine all areas of the institution, make policy decisions, and implement strategies to eliminate and prevent discrimination and harassment wherever necessary. Reports of discrimination and harassment shall be evaluated promptly and acted

upon in the manner deemed necessary by the appropriate faculty, staff, and administrators and as prescribed by the appropriate grievance procedure.

Equal Opportunity

KU Medical Center is also proud of its goal to help all individuals realize their potential. To this end, the University is committed to providing an equal opportunity for all qualified individuals to be considered for employment, benefits and conditions of employment, educational programs and activities, regardless of race, religion, color, ethnicity, sex, disability, national origin, ancestry, age, status as a veteran, sexual orientation, marital status, parental status, gender identity, gender expression, or genetic information. University leaders and supervisory personnel shall recruit, hire, train and promote persons in all job titles utilizing only valid requirements related to the position functions. A University community that provides equal opportunity in hiring and all conditions of employment will make significant strides towards the elimination of discrimination. Thus, KU Medical Center applauds every effort to create a positive working and learning environment for all individuals.

Affirmative Action

In addition to providing a discrimination-free community and equal opportunity for all persons, the University is committed to taking specific, result-oriented steps to increase the number of historically underrepresented persons and increase overall diversity. Cultural and intellectual diversity are critical components of premier learning communities. Thus, the University will actively recruit and encourage applications from underrepresented group members and will endeavor to provide a positive and supportive environment for members of these groups.

The University shall monitor its efforts to increase diversity through its Affirmative Action Plans. The University's Plans shall outline strategic initiatives and set goals to increase the representation of underrepresented group members.

Paramount to the success of the affirmative action program are the actions of University leaders. University officials at all levels are expected to establish a plan and implement procedures that help to meet the university's goals. The Office of Integrity & Compliance is charged with the responsibility of monitoring KU Medical Center procedures regarding equal opportunity, setting goals, and monitoring and evaluating KU Medical Center's progress towards its affirmative action goals.

By promoting equal opportunities for all and furthering affirmative action efforts, KU Medical Center continues to inspire an environment that engages minds, expands knowledge and fosters academic excellence.