

STATEMENT OF NON-DISCRIMINATION POLICY

Date: September 25, 2015

Supersedes: *Statement of Non-Discrimination*, undated

References: *Sexual Harassment Policy*; *Policy on Sexual and Gender-Based Misconduct and Policy For Alcohol and Drug Use Amnesty in Sexual Violence Cases*; *Policy on Victim and Survivors Student Bill of Rights, Reporting and Individual rights and Resources Available Regarding Alleged Sexual Violence Incidents*

I. PURPOSE

This Policy and its procedures is intended to reaffirm the commitment of New York Medical College (“College”) to ensure a safe and non-discriminatory educational and employment environment in compliance with Title IX of the *Higher Education Amendments of 1972* (“Title IX”), Title VI and Title VII of the *Civil Rights Act of 1964*, the *Violence Against Women Act* (“VAWA”), and other applicable federal and state laws, including the New York State Education Law.

II. POLICY STATEMENT

Title IX prohibits discrimination on the basis of sex in all education programs and activities that receive federal financial assistance.

It is the policy of the College that no person shall be denied admission to any education program or activity on the basis of any legally prohibited discrimination involving, but not limited to, such factors as race, religion, sex, color, national or ethnic origin, creed, age, disability, sexual orientation, gender, pregnancy, veteran status or any other any status or condition protected by applicable federal, state, or local law. Under Title IX, any educational institution receiving Federal financial assistance must notify the school community of its nondiscrimination policy and the name and contact information for its Title IX coordinator, and adopt and publish grievance procedures providing for the prompt and equitable resolution of sex discrimination complaints. Every member of the College community should also be aware that it is the policy of the College to prohibit all forms of sexual and gender-based discrimination and misconduct, that such behavior violates both law and this Policy, that the College shall respond promptly and effectively to reports of violations of this Policy and shall take appropriate action to prevent, to correct, and when necessary, to discipline behavior that violates this Policy.

The College is an Equal Educational and Employment Opportunity Institution. It is the policy of the College to provide equality of educational and employment opportunity for all persons regardless of as race, religion, sex, color, national or ethnic origin, creed, age, disability, sexual orientation, gender, pregnancy, veteran status or any other any status or condition protected by applicable federal, state, or local law – except where sex, age, or ability represent bona fide educational or employment qualifications. The College is committed to recruiting, employing, and promoting individuals based on job-related qualifications and to engage in good-faith efforts to achieve employment parity when necessary.

All policies of the College regarding admissions, employment and educational programs and activities are established and administered in conformity with applicable federal and state laws specifically including Title IX, Age Discrimination Act of 1975, Americans with Disabilities Act and with Section 504 of the Rehabilitation Act of 1973, as amended, and regulations thereunder prohibiting practices or policies in admissions, education programs, or employment that are in any way discriminatory on the basis of sex, age and disability, respectively.

III. REPORTING

For further information or complaint procedures, contact the following individuals:

- Employees can contact Ms. Theresa R. Haviland, Deputy Title IX Coordinator, in Human Resources at (914) 594-4560 or by email at TERRI_HAVILAND@NYMC.EDU
- Students can contact Mr. Tony Sozzo, the Deputy Title IX Coordinator, in Student Affairs in Valhalla at (914) 594-4491 or by email at SOZZO@NYMC.EDU
- Employees and students can also contact Ms. Katherine Dillon Smith, M.S.W., the Title IX Coordinator at (914) 594-4527 or by email at Katherine_Dillon@NYMC.EDU

Gladys M. Ayala, M.D., is the Section 504 Coordinator for individuals with Disabilities and can be contacted at (914) 594-4498 or by email at GLADYS_AYALA@NYMC.EDU

IV. EFFECTIVE DATE

This Policy shall be effective immediately.

V. POLICY RESPONSIBILITIES AND MANAGEMENT

Responsible Executive: Chancellor and CEO, Vice President of Operations and the respective Deans of the School of Medicine, the School of Health Sciences and Practice, and the Graduate School of Basic Medical Science

Responsible Officer: The Title IX Coordinator and Deputy Title IX Coordinators

Responsible Department: Office of Student Affairs and Human Resources Department

Questions relating to the interpretation and implementation of this Policy are to be directed to the the Office of the General Counsel.

APPROVED:



Edward C. Halperin, M.D., M.A.
Chancellor and Chief Executive Officer

10.1.15

Date