

Policy 942 Equal Opportunity

Policy Number: 942

Effective Date: 11/09/2020

Revised Date:

Scope

This Policy on Equal Opportunity applies to all members (faculty, staff, predoctoral researchers, summer scholars and applicants) of The Graduate School of the Stowers Institute for Medical Research ("School"), and to individuals who make substantial use of the School's facilities, such as independent contractors, visiting scientists, postdoctoral fellows, and approved visitors (collectively, "Covered Individuals"). Covered Individuals under this Policy who are employed by and/or performing services or duties for the education programs and activities of the School are covered by the statements in this Policy, but in relation to such activities/duties, the procedural investigation provisions of the School's Nondiscrimination Policy and both the policy and procedural provisions of the School's Sexual Harassment Policy shall apply to such Covered Individuals.

Purpose

It is the policy of the School to afford equal opportunity in all phases of employment (including advertising, solicitation, recruitment, hiring, transfers, promotions, demotions, compensation, training, benefits, layoffs, terminations, and all other terms and conditions of employment) to all Covered Individuals regardless of race, creed, color, religion, gender, gender identity or expression, sexual orientation, pregnancy, national or ethnic origin, age, sex, disability (including within the meaning of section 504 of the Rehabilitation Act and the Americans with Disabilities Act), military status, marital status, or any other status protected by applicable federal, state, or local laws ("Protected Status"). Discrimination, harassment, and retaliation on the basis of a Protected Status are strictly prohibited.

Policy

All Covered Individuals of the School are responsible for the observation of the spirit as well as the intent of the School's Equal Opportunity Policy and all equal opportunity laws and regulations. All Covered Individuals of the School are responsible for complying with all relevant policies. The School's Human Resources Officer is responsible for formulating, coordinating, communicating and monitoring all efforts in support of equal opportunity:

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(816) 926-4021
1000 East 50th Street, Office 137, Kansas City, MO 64110

Any Covered Individual who witnesses or experiences conduct which they believe to be inconsistent with this Policy has a responsibility to report any such conduct immediately to the Human Resources Officer or the head of the unit in which they are associated. If the issue concerns the Human Resources Officer, the individual may go directly to the School's President.

Covered Individuals are encouraged to inform School staff members whenever the Covered Individual finds that person's conduct to be in violation of this Policy. Under no circumstances is a person required to make a report of the misconduct to the accused person.

All reports of conduct in violation of this Policy will be promptly investigated by the School, and every effort will be made to conduct the investigation in as confidential a manner as possible. Conduct in violation of this Policy will be remedied, and may result in disciplinary action, including but not limited to removal from the School's premises, program, or activity, or termination of employment.

No Covered Individual who exercises their right to report a violation of this Policy, who registers a complaint pursuant to this Policy in good faith, or who participates in an investigation will be subject to any form of retaliation. Any Covered Individual who believes they are the subject of retaliation shall report such conduct immediately to the Human Resources Officer or the head of the unit in which they are associated. If the issue concerns the Human Resources Officer, the individual may go directly to the School's President.

After the complaint process in this Policy has been used and completed, a Covered Individual not satisfied with the result may then use the Issue Resolution Policy and associated procedures.

The School values the diversity, inclusion, and creativity of its Covered Individuals. The School values diversity in all of its operations and recognizes the strength it brings to the organization and its Covered Individuals. The School is committed to providing equal opportunity to all Covered Individuals in all employment and employment-related efforts and education programs and activities.

This Policy was approved by the GSSIMR Board of Directors on November 09, 2020.
This Policy will be reviewed by the GSSIMR Board of Directors in 2022.