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American Indian & Alaska Native Heritage Month

In cultivating the diversity of the University of Tennessee Health Science Center (UTHSC), the Office of Equity and Diversity (OED) would like to acknowledge American Indian & Alaska Heritage Month. From the Aleutian Islands to the Florida Everglades, American Indians and Alaska Natives have contributed immensely to our country's heritage. In celebrating this commemorative month, OED would like to bring awareness to this rich culture by educating you on their history.

Our goals correlate to the mission of the N.H. Nash Museum at Chucalissa. Please view the OED Event page for more information on American Indian & Alaska Native Heritage Month.

Veterans Day

November 11, 2013

Nationwide on November 11th, we honor and recognize those who diligently served for our country in the armed forces. On this day of remembrance, the Office of Equity and Diversity (OED) would like to invite UTHSC’s Veterans of the U.S. Armed Forces and Public Health Services (i.e., students; faculty; staff; residents; postdocs; retirees) to report to 930 Madison on the concourse level in C-1 on November 11 (Monday) for coffee, doughnuts and conversation between 8:15 a.m. and 10:30 a.m.

Please RSVP and attend the Veterans Day Reception with Ms. Denise Steverson by calling 901-448-2112 or emailing hsc-oed@uthsc.edu.
A New Addition to OED!

We are happy to announce that Health Career Programs (HCP) has joined the Office of Equity and Diversity! HCP’s mission is to increase representation of historically underrepresented minorities in health care professions and the Tennessee Institutes for Pre-Professionals (TIP) program serves as an important conduit to accomplish this mission. Students who are Tennessee residents and either belong to certain underrepresented minority groups, are non-traditional, have a disability, are veterans, or represent the first in their families to pursue higher education are encouraged to apply to the TIP program.

Track I offers basic science review and primary care (internship) exposure in Medicine, Dentistry, Pharmacy, Nursing and Allied Health.

Track II offers a standardized test preparation course for students attempting the following professional school examinations: MCAT, DAT, PCAT and GRE.

The TIP program is a seven week, paid summer experience. Academic counseling and learning skills workshops are also provided during the summer. Applications for this highly competitive program open November 1st and close February 28th. Online applications are available at www.uthsc.edu/hcp. Contact HCP at hcp@uthsc.edu if you are interested in becoming a preceptor for one of our wonderful students.

NOTE FROM THE ASST. VC AND DIRECTOR

UTHSC’s faculty, staff, students, residents and postdocs enable a rich diversity that is indicative of higher education institutions across the United States. In these diverse environments, there is an appreciation and recognition of how individual attributes, characteristics, experiences and perspectives encourage celebrating holidays differently and throughout the year and in this instance there is a specific focus on holidays occurring in November and December.

As an employer, UTHSC has allowed its employees to have pictures or holiday decorations in their individual workspaces throughout the year. Consequently, there is a distinctive difference between employees’ holiday decorations and employers’ holiday decorations. Therefore a ban on decorations would not be prudent if the decorations are in an employee’s workspace. A ban may be viewed as being discriminatory if in place based on a sincerely held religious belief. Voluntary participation is also a right that every employee always has regarding holiday celebrations.

Employers should not be perceived as endorsing or supporting religion generally, or one religion over another. For example, employers may want to provide a general holiday theme rather than set a Christmas, Hanukkah, or Kwanzaa theme. Try to keep decorations neutral, with symbols – flowers, balloons, candles and snowflakes – that can be enjoyed by most people. If electing to put up religious holiday decorations, employers should consider workplace decorations during non-religious holidays to lessen the appearance of a religious preference in the workplace.

Consequently, Equity and Diversity is not saying your department/ office has to forgo celebrating any religious holiday but the institution must also act in accordance with the Title VII (Civil Rights Act of 1964) as a federal contractor. However, the department’s campus impact warrants consideration of the kinds of decorations placed in public areas for display during religious holidays.

In conclusion, Christmas has roots as a religious holiday but not everyone celebrates the religious side of Christmas and some may not celebrate Christmas at all. When decorating be mindful of visitors, students, staff, faculty, patients, job applicants, prospective donors, donors and alumni that may engage public areas throughout an institution. We should collectively strive to celebrate diversity every day of the year even when holidays are not part of the equation.

Celebrating Holidays in a Diverse Workplace
2013 Religious Holidays

http://faithinmemphis.com

November

November 1  All Saints’ Day (Christian)
November 1  Samhain-Beltane (Wicca)
November 2  All Souls’ Day (Christian)
November 3  Diwali [Deepavali] (Hindu/Jain/Sikh)
November 4  Al Hijra – 1st Muharram (Islam)
November 11-12  Birth of Baha’u’llah (Baha’i)
November 14  Ashura (Islam)
November 15  Advent/Nativity Fast begins (Christian)
November 17  Guru Nanak Dev Sahib Birthday (Sikh)
November 21  The Presentation of the Theotokos to the Temple (Orthodox Christian)
November 24  Guru Tegh Bahadur Martyrdom (Sikh)
November 26  Day of Covenant (Baha’i)
November 27-30  Hanukkah (Jewish)
November 28  Ascension of ‘Abdu’l Baha (Baha’i)

December

December 1-5  Hanukkah (Jewish)
December 1  First Sunday of Advent (Christian)
December 8  Bodhi Day (Buddhist)
December 8  Immaculate Conception (Christian)
December 9  Feast of Immaculate Conception (Catholic)
December 12  Our Lady of Guadalupe (Roman Catholic)
December 21  Yule (Wicca and Christian)
December 23  Day of Remembrance, birth of Joseph Smith (Latter Day Saints)
December 25  Christmas (Christian)
December 25  The Nativity of Christ (Orthodox Christian)
December 26  Zarathosht Diso (Zoroastrian)
Dec 26- Jan 1  Kwanzaa (African-American)

Equity & Diversity Training Classes

Sign up on the HR 128 Training Calendar
Location of all classes: 930 Madison Plaza Conference Room C-1

Drop by Drop: No One is Immune From Bias
December 10, 2013 10:00 pm - 12:00 pm

All qualified applicants will receive equal consideration for employment and admissions without regard to race, color, national origin, religion, sex, pregnancy, marital status, sexual orientation, gender identity, age, physical or mental disability, or covered veteran status.

Eligibility and other terms and conditions of employment benefits at The University of Tennessee are governed by laws and regulations of the State of Tennessee, and this non-discrimination statement is intended to be consistent with those laws and regulations.

In accordance with the requirements of Title VI of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, and the Americans with Disabilities Act of 1990, The University of Tennessee affirmatively states that it does not discriminate on the basis of race, sex, or disability in its education programs and activities, and this policy extends to employment by the University.

Inquiries and charges of violation of Title VI (race, color, national origin), Title IX (sex), Section 504 (disability), ADA (disability), Age Discrimination in Employment Act (age), sexual orientation, or veteran status should be directed to the Office of Equity and Diversity (OED), 920 Madison Avenue, Suite 420, Memphis, Tennessee 38163, telephone 901-448-7382 (V/TTY available). Requests for accommodation of a disability should be directed to the ADA Coordinator at the Office of Equity and Diversity.

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