

INCLUSION, EQUITY, AND DIVERSITY POLICY

The University of Tennessee College of Medicine Chattanooga supports the concepts of cultivating a welcoming and inclusive learning and working environment enabling everyone to thrive. The Chattanooga Campus accomplishes this through close collaboration and partnerships with the other campus communities in Memphis, Jackson, Nashville, and Knoxville, through the main University of Tennessee Health Science Center (UTHSC) Office of Inclusion, Equity, and Diversity (OIED) in Memphis. We work to create an inclusive community that fosters an understanding and appreciation for diversity among our students, trainees, staff, faculty, and administrators. The OIED facilitates meaningful interactions between individuals from diverse cultures, social identities, values, beliefs, perspectives, and experiences.

The University strives to ensure that our students, Residents, Faculty, and administrative staff feel welcomed and valued, evaluates systems and processes that enable opportunities and growth, and shares best practices to attract and retain diverse talent. The UTHSC Office of Inclusion, Equity, and Diversity:

- Encourages and monitors progress in implementing diversity and inclusion initiatives.
- Organizes and manages multiple campus wide awards programs addressing diversity and inclusion and social justice.
- Arranges, collaborates on, and participates in a variety of multicultural celebrations.
- Develops institutional and governmental reports including, but not limited to, the University's Affirmative Action Plans.
- Prepares and delivers education, training, and programming for all campus community members.
- Investigates and/or coordinates the handling of complaints of discrimination, bias incidents, discriminatory harassment, and grievances associated with accommodation requests (i.e., disability; religious).
- Coordinates and facilitates UTHSC's accessibility compliance program

The Chattanooga Campus and its leadership has adopted the definitions of Inclusion and Diversity as approved by the UTHSC Chancellor in Memphis:

Inclusion Definition

Inclusion describes the active, intentional, and ongoing engagement with diversity - in people, in the curriculum, in the co-curriculum, and in communities (e.g., academic, social, professional, clinical, research, service, and geographic) where individuals might connect. UTHSC commits to pursuing deliberate efforts to ensure that our campus is a place where differences are welcomed, different perspectives are respectfully heard, and every individual feels a sense of belonging. Shared power will be ensured by the presence of traditionally excluded individuals and/or groups into processes, activities, and decisions/policies. Building a critical mass of diverse groups and

individuals on campus with a vibrant climate of inclusiveness, we will effectively leverage the resource.

Diversity Definition

Diversity is the wide variety of shared and different personal and group characteristics among individuals. UTHSC commits to affirming diversity, which is expressed in myriad forms, including race and ethnicity, gender and gender identity, sexual orientation, socioeconomic status, language, culture, national origin, religious commitments, age, invisible and visible (dis)abilities, and political perspective. It means understanding that each individual is unique and recognizing our individual differences and similarities

Details about UTHSC's responsibilities and employee rights and responsibilities are available in the documents below.

- [**Title VII Sexual Harassment: What Everyone Should Know**](#)
- [**Title VI: Race, Color and National Origin**](#)
- [**Mandatory Reporting: Your Role**](#)
- [**Accommodations: ADA and Title IX**](#)
- [**Confidential Resources**](#)
- [**Student Rights and Resources**](#)
- [**Pregnancy Resources for Employees**](#)

Staff, faculty, students, medical residents, post docs, applicants for employment or patients may raise complaints of discrimination, harassment, and violations of policy with the Office of Inclusion, Equity, and Diversity (OIED). Individuals who feel they are being treated unfairly because of a protected status or in retaliation for engaging in a protected activity, or individuals who believe they are subjected to behavior that rises to the level of violating UT policy are encouraged to contact OIED to arrange a confidential appointment with an appropriate staff member to discuss their concerns.

Details and links for filing complaints are available at on the OIED webpage at <https://www.uthsc.edu/oied/file-complaint.php>.

This policy will be presented at the GMEC meeting on July 19, 2022.