

	<b>DOCUMENT TYPE:</b>  <b>POLICY</b>	<b>EFFECTIVE DATE:</b> 11/16/2021
		<b>CREATION DATE:</b> 05/10/2017

**ORGANIZATION(S):**

- |   |   |
|---|---|
| <input type="checkbox"/> North Carolina Baptist Hospital (NCBH) | <input type="checkbox"/> Wake Forest Health Network (WFHN)                    |
| <input type="checkbox"/> Lexington Medical Center (LMC)         | <input type="checkbox"/> Wake Forest University Health Sciences (WFUHS)       |
| <input type="checkbox"/> Davie Medical Center (DMC)             | <input checked="" type="checkbox"/> Wake Forest University School of Medicine |
| <input type="checkbox"/> Wilkes Medical Center (WMC)            | <input type="checkbox"/> NCBH Outpatient Endoscopy                            |
| <input type="checkbox"/> High Point Medical Center (HPMC)       | <input type="checkbox"/> Wake Forest Baptist Imaging, LLC (WFBI)              |

**PURPOSE**

The Wake Forest School of Medicine, inclusive of the Academic Nursing, Physician Assistant (PA), and Undergraduate Medical Educational (MD) programs, and the Wake Forest University Graduate School of Arts and Sciences-Biomedical Sciences Programs (hereinafter jointly referred to as “School”) are committed to diversity, inclusion, and the spirit of *Pro Humanitate*.

**SCOPE**

This policy applies to all Wake Forest School of Medicine (WFSM) and Wake Forest University Graduate School of Arts and Sciences-Biomedical Sciences students.

**DEFINITIONS**

- A. **Policy:** A statement of principle that is developed for the purpose of guiding decisions and activities related to governance, administration, or management of care, treatment, services or other activities. A policy may help to ensure compliance with applicable laws and regulations, promote one or more missions, contain guidelines for governance, and set parameters within which faculty, staff, students, visitors, and others are expected to operate.
- B. **WFBH:** Wake Forest Baptist Health (WFBH) is a health system that includes Wake Forest Baptist Medical Center and all affiliated organizations including Wake Forest University Health Sciences (WFUHS), North Carolina Baptist Hospital (NCBH), Lexington Medical Center (LMC), Davie Medical Center (DMC), Wilkes Medical Center (WMC), High Point Medical Center (HPMC), Wake Forest Baptist Imaging, LLC (WFBI), NCBH Outpatient Endoscopy, Wake Forest Health Network (WFHN), and Premier Surgery Center.

**POLICY GUIDELINES**

- A. In adherence with applicable laws and as provided by School policies, the School prohibits discrimination in its educational programs, admissions, and activities on the basis of race, color, religion, national origin, sex, age, sexual orientation, gender identity and expression, genetic information, disability, and veteran status.

## Nondiscrimination Statement (WFUSM)

- a. Inquiries regarding nondiscrimination policies should be directed to:

Title IX Coordinator Section 504/ADA Coordinator  
[titleixcoordinator@wfu.edu](mailto:titleixcoordinator@wfu.edu)  
Reynolda Hall 307  
Winston-Salem, NC 27106  
336-758-7258

- b. The School of Medicine endeavors to provide facilities that are in compliance with all laws and regulations regarding access for disabled individuals. Additionally, special services are available to reasonably accommodate disabled students.

- B. For information regarding the nondiscrimination policies in employment practices for Wake Forest Baptist Medical Center, see the [Equal Employment Opportunity Policy \(SE Region\)](#) .

- a. Information about employment practices may also be obtained by contacting:

Employee Relations  
[Peoplelink.wakehealth.edu](http://Peoplelink.wakehealth.edu)  
336-716-6464

- C. Inquiries concerning the application of anti-discrimination laws may be referred to the individuals listed above or to the Office for Civil Rights, United States Department of Education. For further information on notice of nondiscrimination, visit <https://www2.ed.gov/about/offices/list/ocr/index.html> for the address and phone number of the U.S. Department of Education office that services your area, or call 1-800-421-3481.

### REFERENCES

[Equal Employment Opportunity Policy \(SE Region\)](#)

### ATTACHMENTS

None

### REVISION DATES

8/2021