

Non-Discrimination Disclosure and Equal Opportunity Policy Statement 2023-2024

POLICY: The University of Texas MD Anderson Cancer Center (“MD Anderson”) is committed to providing a working and learning environment free from discrimination and harassment. MD Anderson prohibits discrimination and/or harassment by any member of the University community (faculty, administrative and classified staff, trainees, and students) on the basis of race (including hair texture or protective hairstyle), color, religion, sex (including pregnancy, childbirth, or related medical conditions), gender, sexual orientation, national origin, age, disability, genetic information, gender identity or expression, veteran status or any other basis prohibited by law. No person shall be excluded from participation in, denied the benefits of, or be subject to discrimination under any program or activity sponsored or conducted by MD Anderson or any of its component entities on any basis prohibited by applicable law or MD Anderson policy.

To help achieve an environment free from prohibited discrimination and harassment, MD Anderson provides anyone who believes they have been subjected to discrimination or harassment a complaint process to address their concerns. [Equal Employment Opportunity Policy #ADM0284](#)

Individuals who engage in conduct that is found to be in violation of MD Anderson’s policies prohibiting discrimination and/or harassment, are subject to corrective action up to and including termination, dismissal and/or non-renewal of appointment.

STATUTES: Title VII of the Civil Rights Act of 1964, as amended, Section 504 of the Rehabilitation Act of 1973, and Title IX of the Higher Education Act of 1965, as amended, prohibit MD Anderson from discriminating on the basis of disability or sex, respectively, in admission or access to, or treatment, participation or employment in, its programs or activities, including educational programs or activities. Further, applicants, workforce member (faculty, administrative and classified staff, trainees, students and program participants/beneficiaries will not be subjected to retaliation, reprisal, harassment, intimidation, threats, coercion or discrimination because they: (1) file a complaint with MD Anderson or government agencies; (2) assist or participate in any investigation, compliance review, hearing, or any other activity related to the administration of any law requiring equal opportunity; (3) oppose any act or practice made unlawful by any law requiring equal opportunity; or (4) exercise any employment right protected by Title VII of the Civils Rights Act of 1964, as amended, the Vietnam Era Veterans’ Readjustment Assistance Act of 1974, Section 503/504 of the Rehabilitation Act of 1973, the Americans with Disabilities Act Amendments Act, or their implementing regulations. This statement is posted and distributed to give applicants, employees, trainees, students, and all interested others notice of MD Anderson’s commitment to ensuring equal opportunity and contact information for related resources throughout MD Anderson. (<http://inside.mdanderson.org/institutionalpolicy/ADM0254>)

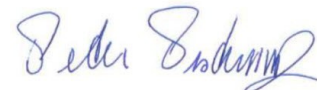
RESPONSIBILITY AND CONTACTS: With the support of senior leadership, Shibu Varghese, Senior Vice President, People, Culture, and Infrastructure, and Yolana Campbell, Vice President, HR Operations, all students and workforce members are responsible for ensuring the principle of equal employment opportunity is understood and followed at MD Anderson. All members of management must be familiar with these policies, must fully support them, and be responsible to apply these principles in good faith.

Contacts for additional resources/information:

Disability Accommodation – employees and trainees	Celeste Dennis, Program Director, HR Leave Center 5-myHR (713-745-6947) Karen Reed, Human Resources Specialist, HR Leave Center 5-myHR (713-745-6947)
Employee Assistance Program – employees and trainees	Uniqua Smith, Executive Director, Workforce Health and Wellness 5-myHR (713-745-6947)
Equal Opportunity, Title IX and Clery Coordinator – all workforce members including employees, students and trainees	Sheri Wakefield, Director, EEO and HR Regulations and <u>Title IX Coordinator</u> 5-myHR (713-745-6947)
Workforce Community and Connections	Ranna Parekh VP, Workforce Community and Connections 713-745-0528

The Equal Opportunity Policy Statement is posted on the [Human Resources site](#), where you will also find important information concerning other related policies, federal and state employment laws.

For information regarding prohibited conduct, reporting, and available resources specific to sexual misconduct see [Sexual Misconduct Under Title IX: Reporting, Process and Resources Policy #ADM3384](#), [Sexual Misconduct Prevention Policy #ADM0285](#), or <http://www.mdanderson.org/TitleIX>.



Peter WT. Pisters, M.D.
President