



**University of Pikeville
Kentucky College of Osteopathic Medicine
Office of the Dean**

Non-Discrimination Policy

Policy Contact: Office of Title IX
Policy Category: Administration
Policy Number: 1.5 (a)
Review: Annually

Purpose

The University of Pikeville – Kentucky College of Osteopathic Medicine (KYCOM) is committed to providing an employment and learning environment free from discrimination, harassment, and retaliation against those belonging to a protected class. As such, KYCOM is dedicated to maintaining compliance with all federal, state and local laws on protected class discrimination as well as harassment pertaining to prevention, training, and prohibition against retaliation.

Policy Statement

The University of Pikeville – College of Osteopathic Medicine (KYCOM) is committed to creating and maintaining a fair and respectful environment for work, study and participation. As such, KYCOM prohibits any member of the university community, including but not limited to faculty, administration, staff, students, preceptors, volunteers, or visitors to campus from harassing or discriminating against any employee or student because of that person's race, color, national origin, ethnicity, creed, religion, age, disability, sex, gender, gender identity, sexual orientation, pregnancy, veteran status, genetic information and any other characteristics protected by law (protected class). In addition, dating violence, domestic violence, sexual assault, stalking, sexual harassment and retaliation are forms of discrimination prohibited by KYCOM. Unlawful discrimination or harassment of any kind will not be tolerated. Education on this policy will be provided and violations may result in disciplinary action.

Any person who witnesses or has knowledge of incidents of discrimination, harassment, retaliation, or any other situation prohibited by this policy should report such information to the contacts listed in this policy. All reporting parties are protected from adverse action or retaliation under university policy. The following person has been designated to handle inquiries regarding non-discrimination policies under Title IX:

General Disclaimer:

The information available is not to be treated as a contract, but rather a unilateral statement of policy. The university reserves the right to revoke, modify or suspend any of its policies and procedures at any time without notice.

University of Pikeville
Kentucky College of Osteopathic Medicine
Office of the Dean

Bethany Bowersock, J.D., M.B.A.
Title IX Coordinator
Administration Building, Room 203
bethanybowersock@upike.edu
(606) 218-5344

The following person has been designated to handle inquiries regarding other non-discrimination policies:

Michael Pacheco
Associate Vice President of Operations and Human Resources
Laughlin Cottage
michaelpacheco@upike.edu
(606) 218-5216

Applicable Legislation and Regulations

Discrimination is strictly prohibited by a variety of federal, state and local laws, including but not limited to:

Title VII of the Civil Rights Act of 1964,

Title IX of the Educational Amendments of 1972, the Age Discrimination Act of 1975

The Americans with Disabilities Act as amended in 2008 (ADA)

Section 504 of the Rehabilitation Act of 1973

General Disclaimer:

The information available is not to be treated as a contract, but rather a unilateral statement of policy. The university reserves the right to revoke, modify or suspend any of its policies and procedures at any time without notice.


University of Pikeville
Kentucky College of Osteopathic Medicine
Office of the Dean

Related References, Policies, Procedures, Forms and Appendices

This policy is supplemented by the following:

The University's [Sexual Misconduct Policy](#), which is the effective policy when allegations of sexual misconduct meet the definition of sexual harassment set forth in the regulations implementing Title IX of the Education Amendments of 1972 (Title IX).

The University's [Notice of Non-Discrimination](#) is distributed in various manners across campus.



Dean

November 19, 2021

Last Approved Date

General Disclaimer:

The information available is not to be treated as a contract, but rather a unilateral statement of policy. The university reserves the right to revoke, modify or suspend any of its policies and procedures at any time without notice.