



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

Diversity

Policy Contact: Student Affairs, Kentucky College of Osteopathic Medicine
Policy Category: Administration
Policy Number: 5.2
Review: Annually

Purpose

University of Pikeville – Kentucky College of Osteopathic Medicine (KYCOM) is committed to nurturing an educational environment that values all persons, encourages cultural and ethnic diversity, and promotes equitable and fair treatment in every aspect of university life. The university is also dedicated to consistent and equitable treatment of all applicants in recruitment, hiring, and placement of personnel at KYCOM.

Policy

KYCOM is committed to equitable and fair treatment in all aspects of university life and employment regardless of race, color, national origin, ethnicity, creed, religion, age, disability, sex, gender identity, sexual orientation, pregnancy, veteran status, genetic information, and any other characteristics protected by law. As such, KYCOM follows practices that engage in ongoing, systematic, and focused recruitment/retention activities, to achieve mission-appropriate diversity outcomes among its students, faculty, senior administrative staff, and other relevant members of the academic community.

KYCOM has adopted recruitment and selection procedures for new students that reviews applications to select a diverse student body that will enhance the quality of education, the cultural competency of students and improve access to quality care for underserved communities. The KYCOM Office of Admissions works closely with numerous colleges/universities that have higher concentrations of underrepresented populations. KYCOM Admissions has actively pursued expanding the student admissions liaison group to reflect the diverse population represented on campus.

KYCOM also incorporates learning opportunities into its curriculum and student support programs that promotes understanding of and appreciation for diverse cultures and patients. In doing so, KYCOM ensures that its curriculum trains students to understand the basic principles of culturally competent healthcare. KYCOM is further committed to addressing health disparities, active pursuit of decreasing health inequalities and teaching the students to develop the necessary skills to further its mission in providing effective healthcare in diverse and underserved communities.

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.



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KYCOM values the importance of implementing strategies that enrich research and work environments that make it attractive to faculty and staff from diverse backgrounds. It is the responsibility of every employee of KYCOM to recognize and respect the diversity among peers. However, it is the responsibility of Human Resources to fully ensure compliance of the Equal Employment Opportunity Policy.

Related References, Policies, Procedures, Forms and Appendices

- KYCOM Policy No. 1.5 Non-Discrimination
- KYCOM Policy No. 1.5(b) Non-Discrimination for Faith Based Institutions
- UPIKE Equal Employment Opportunity (EEO) Policy
- [KYCOM Student Handbook](#)
- [Scholarships for Disadvantaged Students \(SDS\)](#)



Dean

November 19, 2021

Last Approved Date

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