



Disclosure of Non-Discrimination

POLICY: It is the policy of The University of Texas MD Anderson Cancer Center ("Institution") to provide a learning and working environment that provides equal opportunity to all members of the MD Anderson community. In accordance with federal and state law, the Institution prohibits unlawful discrimination, including harassment, on the basis of race, color, religion, national origin, sex, pregnancy, age, disability, citizenship, veteran status, and genetic information or any other bases protected by applicable law.

Additionally, MD Anderson is committed to maintaining a learning and working environment that is free from discrimination based on sex in accordance with Title IX of the Higher Education Amendments of 1972 (Title IX), which prohibits discrimination on the basis of sex in educational programs or activities; Title VII of the Civil Rights Act of 1964 (Title VII), which prohibits sex discrimination in employment; and the Campus Sexual Violence Elimination Act (SaVE Act). Sex discrimination (including discrimination on the basis of pregnancy, sexual orientation, gender identity or gender expression), sexual harassment, sexual assault, sexual misconduct, interpersonal violence (including domestic violence and dating violence), and stalking will not be tolerated and will be subject to disciplinary action. MD Anderson policy also prohibits harassment of any applicant, workforce member, student, or any other person related to these bases. The Title IX of the Higher Education Act of 1972, as amended, requirement not to discriminate based on sex in the education program or activity extends to admission and employment.

Any person can report sexual discrimination, including sexual harassment in person, by mail, by telephone, by electronic mail, using the contact information listed for the Title IX Coordinator or by any other means that result in the Title IX Coordinator receiving the person's verbal or written report. Such a report may be made at any time, including non-business hours by using the telephone number or electronic mail address or by mail to the office address listed for the Title IX Coord.

Further, all workforce members, applicants, 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 Civil 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.

All workforce members and students are responsible to act in accordance with MD Anderson's Equal Opportunity policies and are encouraged to assist with MD Anderson's affirmative efforts in support of its Equal Opportunity policies. All members of management must be familiar with these policies, must fully support them, and be responsible to apply these principles in good faith.

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.

MD Anderson's continuing Affirmative Action Program (AAP) exists to ensure equal employment opportunity in all policy decisions affecting recruitment, selection, assignment, promotion, training, and all other terms and conditions of employment.

Inquiries about the application of Title IX and 20 U.S.C. 1681 §106.8 may be referred to MD Anderson's Title IX Coordinator, to the Assistant Secretary of Education, or both.

The Affirmative Action Plan for Disabled Workers and Covered Veterans is in the Office of Diversity & Inclusion and may be reviewed on weekdays during normal working hours in /accordance with applicable regulations.

Resources responsible for each of the areas referenced in this statement are:

Affirmative Action Coordination – employees	Larry D. Perkins, Ph.D., Associate Vice President, Talent and Diversity 713-745-0528
Disability Accommodation – employees and trainees	Celeste Dennis, Manager, Leave Center 5-myHR (713-745-6947) Karen Reed, Human Resources Specialist, Leave Center 5-myHR (713-745-6947)
Employee Assistance Program – employees and trainees	Mark Berg, Director, Employee Assistance Program 713-745-6905

Equal Opportunity, Sexual Misconduct
Prevention, Title IX , Retaliation and
Clery Coordinator – all workforce
members and students

Sheri Wakefield, Title IX Coordinator,
Director, EEO and HR Regulations
5-myHR (713-745-6947)
Mid Campus Building 1 (1MC6.3216)
7007 Bertner Avenue, Unit 1612
Houston, Texas 77030

Email: sbrownlo@mdanderson.org
eeogroup@mdanderson.org

Website: MD Anderson Title IX
Website

Website: CampusSafety: Crime
Statistics, Crime Reporting,
www.mdanderson.org/campussafety