



**Methodist College**  
**UnityPoint Health**

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Section: A

Policy #: A-37

Approval:

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Review by: 4/1/2017

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Policy/Revision Submitted by: L. Moore

**SUBJECT: Equal Opportunity and Non Discrimination**

**I. POLICY:**

Methodist College provides equal opportunity to all persons and does not discriminate on the basis of race, color, religion, sex, national origin, sexual orientation, transgender, ancestry, age, disability, marital status, military status or unfavorable discharge from military service, citizenship status, or any other factors that are unlawfully discriminatory. It also complies with all applicable Federal and State laws regarding Fair Employment Practices.

**II. GENERAL INFORMATION:  
EQUAL OPPORTUNITY**

Methodist College welcomes persons from all backgrounds and beliefs to join our staff and College community. We seek to create and foster a sense of community that facilitates the development, both personal and professional, of all our members, including employees and students and others who participate in our programs and activities.

Methodist College is committed to providing equal opportunities for all persons regardless of race, color, religion, sex, national origin, sexual orientation, transgender, ancestry, age, disability, marital status, military status or unfavorable discharge from military service, citizenship status, or any other status protected by law ("protected status"). This is reflected in all policies, programs and procedures. Methodist College complies with federal, state and local equal opportunity laws and strives to keep the workplace, and all programs and activities, free from all forms of illegal discrimination and harassment, as well as free from all forms of disrespectful conduct even where such conduct does not constitute a legal violation. (See separate policy on Prohibition of Sexual and Other Forms of Harassment for more details.)

As part of its commitment to equal opportunity, the College is committed to complying with the requirements of Section 504 of the Rehabilitation Act of 1973 and the Americans with Disabilities Act by providing reasonable accommodation to qualified individuals with disabilities. A disability is defined as a physical or mental impairment substantially limiting one or more major life activities and includes a record of having an impairment that was substantially limiting or being regarded as having such an impairment. Students who believe they have a disability and need an accommodation, either to complete the application process or to meet their academic requirements should contact the Director of Center for Student Success; employees who believe they need an accommodation to perform their work should contact MC Human Resources. (See separate Section 504 and Americans with Disabilities Act Accommodation Policy for more details.)

Additionally, as part of its commitment to equal opportunity, the College is committed to providing reasonable accommodations to employees and students who sincerely held religious belief, practice, or observance conflicts with a work, education, or other College requirement, unless doing so would create an undue hardship on the College or would alter requirements essential to the instruction being provided or licensing being pursued. Individuals may also contact the Office for Civil Rights of the U.S. Department of Education.

## **Discrimination Terms/Definitions:**

### Age Discrimination:

Methodist College will not refuse to hire or terminate any individual or otherwise discriminate against any individual because of such individual's age.

### Veterans:

Methodist College will not discriminate against disabled veterans, veterans of the Vietnam era or veterans with an unfavorable military discharge.

### Gender Discrimination:

Methodist College is committed to providing a positive work environment for all employees free from gender discrimination. Gender discrimination is defined as an action that results in different treatment to anyone based on gender. This applies to employment, including but not limited to hiring, training, promotion, compensation, benefits, and termination.

### Handicap/Disability Discrimination:

No qualified handicapped/disabled person shall, on the basis of handicap/disability (with reasonable accommodation) be excluded from participation in, be denied benefits of, or otherwise be subjected to discrimination under programs, activities, or employment.

### National Origin Discrimination:

National origin discrimination is defined broadly as including, but not limited to, the denial of equal employment opportunity because of an individual's, or his/her ancestor's place of origin; or because an individual has the physical, cultural, or linguistic characteristics of a national origin group.

Methodist College will not discriminate in its programs, use of its facilities, or any employment practice because of the national origin of an individual or group.

### Racial Discrimination:

Methodist College reaffirms the principle that our employees and students have a right to be free from racist actions in the form of racial discrimination by any member of the college community or by any unfair or inappropriate treatment accorded as a result of one's race or ethnic background.

Racial discrimination is defined as different treatment of members or underrepresented groups as a result of race.

### Religious Discrimination:

Methodist College will not discriminate in our programs, use of facilities, or any employment practices because of religion or religious practices of an individual or group. All students and employees have a right to be free from harassing or discriminatory behavior by any member of our community or by any unfair or inappropriate treatment accorded as a result of one's religion.

### Sexual Orientation:

Illinois State Law prohibits discrimination against an individual because of his/her sexual orientation. The college will not seek information regarding a person's sexual orientation and shall not keep any record of such orientation.

### Genetic Discrimination:

Title II of the Genetic Information Nondiscrimination Act (GINA) of 2008 protects applicants and employees from discrimination based on genetic information in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral and other aspects of employment. GINA also restricts employers' getting genetic information and strictly limits disclosure of genetic information. Genetic information includes information about family members (family medical history); and requests for or receipt of genetic services by applicant, employees, or their family members.