



Policy Title:
Anti-Discrimination Policy

Policy Identifier:
USCSOMC – STA – 1.01

Prepared by: Office of Student Affairs and Career Advising	Creation Date: February 2024
Reviewed by: MD Program Policy and Procedures Committee	Review Date: 6-11-24
Approved by: Executive Committee	Effective Date: 7-2024
Category: Student Affairs	

LCME Standards

3.4 – Anti-Discrimination Policy

Scope

This policy applies to all members of the University of South Carolina School of Medicine- Columbia community, including students, faculty, staff and third parties such as affiliates, volunteers, vendors, contractors, consultants, guests, alumni, applicants for admission or employment, or other individuals.

Policy Statement

The University of South Carolina School of Medicine Columbia is committed to providing an environment free from unlawful discrimination and harassment.

Discrimination or harassment based on age, ancestry, citizenship status, color, disability, ethnicity, familial status, gender (including transgender), gender identity or expression, genetic information, HIV/AIDs status, military status, national origin, pregnancy (false pregnancy, termination of pregnancy, childbirth, recovery therefrom or related medical conditions, breastfeeding), race, religion (including religious dress and grooming practices), sex, sexual orientation, veteran status, or any other bases under federal, state, local law, or regulations is prohibited.

Reason for Policy

The University of South Carolina is committed to providing an environment free from discrimination, harassment, sexual misconduct, and related retaliation. This commitment helps realize the university’s primary mission and aligns with institutional values and to complying with all requirements set forth by civil rights laws, including Title IX, and related federal and state authority.

Procedures

All University of South Carolina employees are required to report incidents of prohibited conduct, as defined in the Office of Civil Rights & Title IX policy, which is the office with the authority to institute corrective measures on behalf of the university. For further reference see University of South Carolina Policy CR 1.00 Policy Against Discrimination, Harassment & Sexual Misconduct <https://www.sc.edu/policies/ppm/cr100.pdf>.



For faculty/staff that would like to file a complaint:

[Office of Civil Rights & Title IX](#)- If you or someone you know has been the victim/survivor of discrimination or harassment at the University of South Carolina you can contact an intake coordinator in the Office of Civil Rights and Title IX at 803-777-3854 or civilrights@mailbox.sc.edu. While the Office of Civil Rights and Title IX is not a confidential resource, information is kept private and shared on a need-to-know basis.

Partner Health System – Students may confidentially report concerns regarding the clinical learning environment through the partner health system portal. For the report to be addressed by the USC School of Medicine Columbia, self-identification is encouraged so the reported incident can be forwarded to the Associate Dean for Student Affairs.

Non-reprisal

No person will be subjected to restraint, interference, coercion, or reprisal for filing a complaint, serving as a witness, or seeking information regarding the equal opportunity/affirmative action program of the University of South Carolina or for seeking information about remedies available to the requestor from external agencies.

Sanctions

Persons found to be in violation of the university's anti-discrimination or harassment policies will be subject to disciplinary action, which may include, but is not limited to, oral or written warnings, reprimands, suspension, transfer, demotion, or separation from the institution, (to include revocation of tenure procedures if applicable).

Contacts

- Associate Dean for Student Affairs
- Office of Civil Rights and Title IX
- Office of Student Affairs
- Ombudspersons

The School of Medicine Columbia follows the University of South Carolina policies but has in several cases adopted a subset of policies applicable to our school's specific program. This policy is intended to be consistent with the University of South Carolina Policy Against Discrimination, Harassment & Sexual Misconduct (CR 1.00). In the event of any of any conflict University policy shall control.

History

Date of Change	Change
February 2024	Policy formalized into a standardized template, LCME Self-Study process