

Clinical Education Policy 504

Commitment to Non-Discrimination and Diversity

Effective Date: August 1, 2020
Supersedes Date: January 26, 2018
Review Date: May 2027

Policy: The program and its faculty are dedicated to and recognize the benefits of a student population diverse in background, culture, socioeconomic status, race, ethnicity, and work and life experiences. This policy reiterates the program's commitment to non-discrimination and its recognition of the value of diversity.

Procedure:

- I. The School of Communication Sciences and Disorders follows the University of Memphis policies and procedures regarding:
 - a. [GE2004 Equal Opportunity and Affirmative Action](#)
 - b. [GE2030 Non-Discrimination and Anti- Harassment](#)
 - c. [GE 2024 Discrimination, Harassment complaint and investigation procedure](#)
 - d. [GE 2039 Interim Sexual Harassment & Sexual/Gender based misconduct policy](#)
 - e. [GE 2044 University Code of Ethics](#)
 - f. No student shall be discriminatorily excluded from participation or denied benefits on the basis of a protected class. This prohibition against discrimination encompasses all areas of the program including, but not limited to, admissions, retention and clinical placements.
 - g. Students who believe that they have been discriminated against or harassed based on their inclusion in a protected class can contact the Office for Institutional Equity and/or file a complaint through their [online portal](#).
 - h. No patient or individual served in a clinical setting shall be excluded from participation or denied services on the basis of a protected class. This prohibition against discrimination encompasses all areas of clinical practice including, but not limited to scheduling appointments, service delivery, or discharge.
 - i. Clients who believe that they have been discriminated against or harassed based on their inclusion in a protected class can contact the Practice Manager at the Memphis Speech and Hearing Center, 901-678-2009, or the University's [Office for Institutional Equity](#) at 901-678-2713.
- II. Diversity
 - a. The School of Communication Sciences and Disorders is committed not only to providing a robust education, but also to building a diverse community of scholars. Central to our philosophy is that working side by side with persons of varied backgrounds, views and life experiences strengthens and enriches our research, scholarship, and teaching. A diverse graduate student population also enhances the academic

experiences for all students. Students are encouraged to collaborate, learn from each other and to take pride in their varied backgrounds and cultures.