

**CHATHAM UNIVERSITY COUNSELING CENTER-INDEPENDENCE HEALTH PSYCHOLOGY
INTERNSHIP CONSORTIUM
DIVERSITY AND NON-DISCRIMINATION POLICY**

The Chatham – Independence Internship Consortium values diversity and strives for an inclusive, equitable environment for its members. We believe that diversity enriches our experiences and lives, promotes professional growth, and is a necessary and valuable part of providing high quality mental health care. We work toward creating a welcoming environment in which all staff, interns, and practicum trainees feel valued and respected.

Both Independence Health and Chatham University have policies of non-discrimination and do not tolerate identity-based discrimination. Furthermore, both agencies embrace the value and importance of diversity in their training and service provision.

Each Internship Site must provide and maintain an internship experience that is free from unlawful harassment, discrimination, intimidation, violence, and retaliation. Further, the CI-PIC will not engage in or tolerate unlawful harassment, discrimination, intimidation, violence, and retaliation. Policies are available in the organization's Employee Manual.

Chatham University Equal Opportunity Employment Policy

Equal opportunity and affirmative action are integral to employment and education at Chatham University because we recognize that the University's present and future strength is based primarily on people and their skills, experience, and potential to develop, no matter what their race, color, religion, gender, sexual orientation, gender identity or expression, national origin, age, disability, veteran status, marital status, or any other legally protected status. The University will not tolerate any form of discrimination on these bases (i.e., race, national origin, disability) including different treatment, and prohibits retaliation against those who file complaints about discrimination or who participate in the investigation of such complaints.

The University has a policy of equal opportunity employment and educational opportunities and affirmative action that is broad in scope and supported at all levels of the University. In addition, Chatham has implemented a Search Advocate program, through which staff and faculty trained in equitable search practices participate on search committees for open positions.

The University will make good faith efforts, (through responsible managers and officials) in accordance with the law, to recruit, hire, train, and promote persons in all job titles, without regard to race, color, religion, gender, sexual orientation, gender Identity or expression, marital status, familial status, pregnancy, national origin, age, disability, or status as a disabled veteran or veteran of the Vietnam era, except when age or sex are bona fide occupational requirements or when a specific disability constitutes a bona fide occupational disqualification.

University managers and officials shall support affirmative action principles to ensure that members of protected categories are introduced into the work force, the student body, and University community. Students and employees in protected categories are encouraged to apply for and participate in all University provided opportunities including promotional, educational, and training opportunities.

University officials shall make continual efforts to ensure that hiring and promotion decisions are in accordance with equal opportunity principles by imposing only legitimate business requirements for hiring and promotional opportunities. Likewise, student admission and retention decisions will be made with equal opportunity at the forefront of decision making.

All personnel actions, such as compensation, benefits, transfers, layoff, return from layoff, as well as University-sponsored training, education, tuition assistance, and social and recreational programs,

will be administered without regard to race, color, religion, gender identity or expression, sexual orientation, national origin, age, marital status, familial status, disability, status as a disabled veteran or veteran of the Vietnam era, or any other legally protected status.

University managers and officials shall base all employment and student admission decisions on the equal opportunity principles with the intent to further the University's commitment to those principles.

The University encourages members of protected groups to participate in its campus-wide social activities and shall post notices of all campus-wide social events for the benefit of all employees and students.

The President's office, with the assistance of the Human Resources office, will monitor to ensure compliance with the affirmative action policies of the University. Chatham University has adopted this policy on a strictly voluntary basis. The existence of this policy should not be construed as an admission by the University in whole or in part, that in fact members of protected groups have been or are presently being underutilized, concentrated, or discriminated against in any way by the University in violation of federal, state or local fair employment practice laws.

<https://www.chatham.edu/legal-and-policies/non-discrimination-policy.html>

These documents are located in the Chatham University Employee Manual for policies: pages 3 – 13, Equal Opportunity and Affirmative Actions, including Non-Discrimination, Non-Harassment, Reasonable Accommodations, Retaliation, and Disabilities (21). Please contact the Internship Training Director, Gina Zanardelli, if you would like copies: GZanardelli@chatham.edu

Independence Health Family Medical Residency Non-Discrimination Policy

Independence Health is an equal opportunity employer. It is the policy of Independence Health to prohibit discrimination of any type and to afford equal employment opportunities to employees and applicants, without regard to race, color, religion, sex, national origin, age, marital status, non-job related disability, veteran status, or genetic information, or any other protected class. Independence Health will conform to the spirit as well as the letter of all applicable laws and regulations.

<https://www.excelahealth.org/careers/family-medicine-residency/#:~:text=It%20is%20the%20policy%20of,genetic%20information%2C%20or%20any%20other>

To see Independence's policies on Diverse Workforce, Disabilities, Grievance, and Harassment, please see the Independence Internship Training Manual.