I. POLICY

EVMS is committed to providing educational programs, activities and an environment that is free from discrimination. EVMS expressly prohibits discrimination or harassment based on race, color, sex (including sexual orientation, gender identity/transgender status, and pregnancy or parental status), national origin, religion, age, disability, veteran status, genetic information, opposition to unlawful discrimination (i.e. retaliation), or any other protected basis as set forth in federal or state law and/or EVMS policy.

II. APPLICABILITY

This policy applies to:

A. EVMS employed faculty and staff as it relates to their employment relationship with EVMS;

B. EVMS students, including visiting students, as it relates to their participation in EVMS educational programs and EVMS sponsored activities;

C. EVMS residents and fellows as it relates to their employment or training relationship with EVMS;

D. All applicants for employment or admission as it relates to their application or candidacy for employment or academic program;

E. All non-employed Faculty, Community Faculty, Adjunct Faculty, and Emeritus Faculty as it relates to their access to EVMS facilities or their participation in EVMS educational programs or EVMS sponsored activities.

F. All volunteers, visitors, or others who are accessing EVMS facilities, or participating in EVMS programs or EVMS sponsored activities; and

G. All vendors or contractors in all aspects of their procurement relationship with EVMS.

In addition to the above, this policy applies to all EVMS faculty, staff, residents or students when working or rotating to a site where EVMS has entered into an Affiliation Agreement.

III. COMPLAINTS OF DISCRIMINATION AND CORRECTIVE ACTION

A. EVMS will take prompt and appropriate action to thoroughly review and, if necessary, investigate allegations of discrimination and harassment as described in this Policy. In addition, EVMS will take corrective action, up to and including dismissal from employment or education program, against individuals who engage in prohibited behavior.
B. **Disability.** To file a complaint of discrimination on the basis of disability:

1. If you are faculty, residents/fellows, or staff, contact:

   Matthew R. Schenk, PHR  
   Executive Director of Human Resources  
   358 Mowbray Arch, Ste. 201  
   Norfolk, VA 23507  
   757.446.6043  
   schenkmr@evms.edu

2. If you are a student, contact:

   Terri Edwards, MEd, MA  
   Student Disability Officer, Office of Student Affairs  
   700 W. Olney Rd, Norfolk, VA 23507  
   757.446.7443 (Office) or 252.375.4435 (Google Voice)  
   EdwardTL@evms.edu

See also: [https://www.evms.edu/education/resources/disability_guide_for_students/](https://www.evms.edu/education/resources/disability_guide_for_students/)

C. **Sex or Sexual Harassment.** For information on filing a complaint of discrimination on the basis of sex or sexual harassment (including sexual assault), contact one of our Title IX Coordinators as follows:

1. Faculty, residents/fellows, or staff, may contact:

   Matthew R. Schenk, PHR  
   Senior Deputy Title IX Coordinator for Employees  
   358 Mowbray Arch, Ste. 201  
   Norfolk, VA 23507  
   757.446.6043  
   schenkmr@evms.edu

2. Students may contact:

   Melissa Scott, M.Ed  
   Senior Deputy Title IX Coordinator for Students  
   700 W. Olney Rd., Rm. 1172  
   Norfolk, VA 23507  
   757.446.8927  
   scottmj@evms.edu
3. Anyone may contact:

Josephine Wiley  
Institutional Title IX Coordinator  
Waitzer Hall  
735 Fairfax Avenue, Suite 1173  
Norfolk, VA 23507  
757.446.6008  
WileyJP@evms.edu

4. For detailed information on making a report/complaint on the basis of sex, see the EVMS Policy on Resolution of Allegations of Sexual Harassment.

D. For any other complaint of discrimination:

1. Faculty, residents/fellows, or staff contact:

   Danielle Calhoun  
   Senior Assistant Director, Compensation & Employee Relations  
   358 Mowbray Arch, Ste 201  
   Norfolk, VA 23507  
   757.446.6043  
   calhouDS@evms.edu

2. Students contact:

   Adam Obstein  
   Director of Student Rights and Responsibilities  
   700 W. Olney Rd.  
   Norfolk, VA 23507  
   757.446.5841  
   obsteiAJ@evms.edu