

## **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  
Associate Vice President of Human Resources  
Waitzer Hall  
735 Fairfax Ave, Suite 972  
Norfolk, VA 23507  
757.446.6043  
[schenkmr@evms.edu](mailto:schenkmr@evms.edu)

2. If you are a student, contact:

Student Disability Services  
[StudentDisability@EVMS.EDU](mailto:StudentDisability@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  
Waitzer Hall  
735 Fairfax Ave, Suite 972  
Norfolk, VA 23507  
757.446.6043  
[schenkmr@evms.edu](mailto: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](mailto:scottmj@evms.edu)

3. Anyone may contact:

Josephine Wiley  
Institutional Title IX Coordinator  
Waitzer Hall  
735 Fairfax Ave, Suite 1173  
Norfolk, VA 23507  
757.446.6008  
[WileyJP@evms.edu](mailto:WileyJP@evms.edu)

4. For detailed information on the process for reports/complaints about sexual harassment, see also the [EVMS Title IX Policy on Resolution of Allegations of Sexual Harassment](#).

D. For any other complaint of discrimination:

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

Danielle Calhoun  
Senior Assistant Director, Compensation & Employee Relations  
Waitzer Hall  
735 Fairfax Ave, Suite 972  
Norfolk, VA 23507  
757.446.6043  
[calhouDS@evms.edu](mailto:calhouDS@evms.edu)

2. Students may contact:

Adam Obstein  
Director of Student Rights and Responsibilities  
700 W. Olney Rd.  
Norfolk, VA 23507  
757.446.5841  
[obsteiAJ@evms.edu](mailto:obsteiAJ@evms.edu)