



## CNUCOM NON-DISCRIMINATION POLICY

### I. Policy Statement

CNUCOM is committed to cultivating a diverse community that recognizes and values inherent worth in individuals, fosters mutual respect, and encourages individual growth. The College believes that diversity enhances and enriches the quality of our academic program.

CNUCOM has a no tolerance policy for any type of sexual harassment including harassment or discrimination of LGBT students.

### II. Purpose

The purpose of this policy is to provide equal opportunity in education free from discrimination on the basis of race, color, creed, religion, national origin, ethnicity, gender, age, sexual orientation, gender identity, political affiliation, veteran status, or disability.

### III. Scope/Coverage

This policy applies to all students enrolled in the College of Medicine.

### IV. Procedure

#### 1. Informal Process:

Any student who feels they are a victim of discrimination is encouraged to first seek resolution by discussing the concern with someone in a position to understand the context and address the concern. Such individuals, a CNU officer, include the student's College Master, advisor, the Assistant Dean of Student Affairs and Admissions, Clerkship Director, or Course Director. The CNU officer will address the Informal report of discrimination usually within three weeks after receipt of the request. If a resolution is reached through the informal process, the discussion and resolution will be documented in writing and will include both the underlying allegation(s) and the terms of the agreed upon resolution.

The student who initiated the request for Informal resolution can, at any point before a final resolution is reached, decide to withdraw the request, and initiate a formal complaint.

## 2. Formal Process:

If the informal resolution process did not yield a satisfactory result or if the student does not want to use the informal reporting process and resolution, then a formal discrimination complaint is initiated. All formal reports must be done in writing. The student can use any of the following options to initiate a formal report:

- a. Fill out a mistreatment form on the CNUCOM website and submit the completed form to the Office of Student Affairs: [Mistreatment Form-2020.pdf \(cnsu.edu\)](#)
- b. File a report with the CNU Title IX Coordinator at [anji.khan@cnsu.edu](mailto:anji.khan@cnsu.edu). If the situation is an emergency, please call the Elk Grove Police by dialing 911.
- c. File an Anonymous Report on the CNUCOM website: <https://californianorthstateuniversity.formstack.com/forms/anonymousreportcnu>

**Note:** Anonymous Reports filed on the CNUCOM website are sent to the Office of Student Affairs. Medical students desiring anonymity should be made aware that doing so may interfere with the university's ability to investigate the concern and their ability to receive information about the follow-up investigation.

## 3. Non-Retaliation

This policy and the law prohibit retaliation against individuals who raise issues of potential discrimination or who participate in an investigation of any claim of discrimination.

### *Associated forms:*

Mistreatment Form  
Anonymous Report

### *Approval record:*

APPROVED: Curriculum Committee: 12/14/20  
APPROVED: PEC: 12/14/20  
REVIEW: every three years (or more often if required)