



THE UNIVERSITY OF
ALABAMA AT BIRMINGHAM

The Graduate School

January 2019

Re: UAB's institutional commitment to harassment and discrimination protection

As stated in its Equal Opportunity and Discriminatory Harassment Policy, the University of Alabama at Birmingham (UAB) is fully committed to equal employment opportunity, affirmative action, non-discrimination and the prevention of unlawful harassment in employment, education and the participation in University programs. Additionally, UAB's current Title IX Sexual Violence and Sexual Misconduct Policy and Procedures demonstrates the institution's commitment to fostering an environment free from sex discrimination, including sexual assault and sexual harassment. UAB has long embraced diversity and equal opportunity as core values that encourage the type of supportive and inclusive environment that respects the dignity of its students, faculty and staff. The UAB Graduate School incorporates these values throughout its mission of "*inspiring minds today to transform tomorrow*" and its vision of "*improving lives globally through the accomplishments of our scholars*".

On behalf of the UAB Graduate School, I reaffirm the Graduate School's support for diversity and equal education and opportunity without regard to race, color, religion, sex, sexual orientation, gender identity, gender expression, age, national origin, disability, veteran status, or genetic or family medical history. Discriminatory harassment, whether of a sexual nature or other misconduct, is strictly prohibited. In this regard, the UAB Graduate School seeks to ensure that all aspects of graduate education remain free from unlawful discrimination and harassment. All University employees, including Graduate School staff, are expected to comply with these policies and actions involving faculty, staff and students must be initiated and administered in compliance with all applicable federal/state laws, rules and regulations, including those specified under NOT-OD-19-029 (Institutional Commitment to Harassment and Discrimination Protections), NOT-OD-15-152 (Civil Rights Protections), and NOT-OD-18-172 (Change in Program Director's/Principal Investigator's Status) with respect to non-discrimination. All UAB employees, including Graduate Faculty mentors, are required to ensure compliance with these policies and to prevent discriminatory harassment and other discriminatory practices. The University provides several avenues to report discriminatory conduct, including the [Office of the Provost](#), [Office of Human Resources](#), [Office of Diversity Equity and Inclusion](#), [Title IX Office](#) and [Police and Public Safety Department](#).

You are encouraged to review [UAB's Equal Opportunity and Discriminatory Harassment Policy](#) and [UAB's Title IX Sexual Violence and Sexual Misconduct Policy and Procedures](#) to understand the reporting responsibilities. Each member of UAB Graduate School's community is encouraged to support these principles and ensure that the University's core values of embracing diversity, showing mutual respect, and exhibiting fair and equitable treatment at UAB, remain intact, every day.

Best regards,

Lori L. McMahon, PhD

Dean, UAB Graduate School

Jarman F. Lowder Professor of Neuroscience

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