

EQUAL OPPORTUNITY POLICY STATEMENT (2019-2020)

POLICY: The policy of MD Anderson is to provide equal opportunity to everyone without regard to race, color, sex, religion, national origin, age, disability, sexual orientation, gender identity/expression, veteran status, genetic information or other bases protected by applicable law. MD Anderson policy also prohibits harassment of any applicant, employee, student, or any other person related to these bases. All faculty, administrative and classified staff, trainees, and students are responsible to act in accordance with MD Anderson's Equal Opportunity policies, and are encouraged to assist with MD Anderson's affirmative efforts in support of its Equal Opportunity policies. All members of management must be familiar with these policies, must fully support them, and be responsible to apply these principles in good faith.

STATUTES: Title VII of the Civil Rights Act of 1964, as amended, Section 504 of the Rehabilitation Act of 1973 and Title IX of the Higher Education Act of 1965, as amended, prohibit MD Anderson from discriminating on the basis of disability or sex, respectively, in admission or access to, or treatment, participation or employment in, its programs or activities, including educational programs or activities. MD Anderson's continuing Affirmative Action Program (AAP) exists to ensure equal employment opportunity in all policy decisions affecting recruitment, selection, assignment, promotion, training, and all other terms and conditions of employment. Employees, applicants, trainees, students and program participants/beneficiaries will not be subjected to retaliation, reprisal, harassment, intimidation, threats, coercion or discrimination because they: (1) file a complaint with MD Anderson or government agencies; (2) assist or participate in any investigation, compliance review, hearing, or any other activity related to the administration of any law requiring equal opportunity; (3) oppose any act or practice made unlawful by any law requiring equal opportunity; or (4) exercise any employment right protected by Title VII of the Civil Rights Act of 1964, as amended, the Vietnam Era Veterans' Readjustment Assistance Act of 1974, Section 503/504 of the Rehabilitation Act of 1973, the Americans with Disabilities Act Amendments Act, or their implementing regulations. This statement is posted and distributed to give applicants, employees, trainees, students, and all interested others notice of MD Anderson's commitment to ensuring equal opportunity and contact information for related resources throughout MD Anderson.

RESPONSIBILITY AND CONTACTS: With the support of senior leadership, Shibu Varghese, Senior Vice President, People & Business Operations, CHRO, is responsible for implementing our affirmative action efforts to ensure the principle of equal employment opportunity is understood and followed at MD Anderson. The Equal Employment Opportunity / Affirmative Action Plan for Disabled Workers and Covered Veterans is in the Office of Diversity & Inclusion and may be reviewed on weekdays during normal working hours in accordance with applicable regulations.

Resources responsible for each of the areas referenced in this statement are:

Affirmative Action Coordination – employees	Larry D. Perkins, Ph.D., Associate Vice President, Talent and Diversity 713-745-0528
Disability Accommodation – employees and trainees	Karen Reed, Human Resources Specialist, EEO and HR Regulations 5-myHR (713-745-6947) Celeste Dennis, Manager, Leave Center 5-myHR (713-745-6947)
Employee Assistance Program – employees and trainees	Mark Berg, Director, Employee Assistance Program 713-745-6905
Equal Opportunity, Title IX and Clery Coordinator – all workforce members to include employees, students and trainees	Sheri Wakefield, Director, EEO and HR Regulations 5-myHR (713-745-6947)

The Equal Opportunity Policy Statement is posted on the [Human Resources site](#), where you'll also find important information concerning federal and state employment laws.

Peter WT. Pisters, M.D.
President