





National University of Health Sciences General Policies

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President 	Date			

At the National University of Health Sciences, diversity understands three operational definitions:

1. **Diversity of presence**

Presence refers to the individual characteristics of members of the campus community such as race, gender, sexual orientation/identity, religion, political philosophy, age, disability status, and socioeconomic status among others.

2. **Climate**

The manner in which the campus community acknowledges, encourages, and supports all of its members - faculty, staff and students, regardless of their individual characteristics.

3. **Inquiry**

Inquiry refers to units that are self-reporting on their hiring trends, efforts to sustain a respectful climate, and or educational sessions, and generally supports the other two goals.

NUHS envisions the following objectives that foster and enhance diversity:

1. Clearly define and publicize the University's commitment to diversity.
2. Support diversity education and orientation to members of the University community.
3. Maintain a climate in which respectful discussions of diversity are encouraged, including opportunities for interaction and cross group learning.

NUHS embraces the commitment of the University to create and sustain an environment that values a variety of perspectives and experiences. The University promotes an inclusive environment in which all students, faculty, and staff can work, learn, teach, research, and serve. Diversity is a foundational component of our mission. NUHS strives to provide and promote the necessary leadership, management and resources for the

advancement of education, new knowledge, cultural diversity, outreach, and the ethical practice of the healing arts and sciences as taught within the programs of the University.

The University has modeled patient care and clinical training to prepare graduates to practice a broad scope of patient healthcare purposely within diverse outpatient community settings in rural and inner city locales to foster a broad exposure to diverse race, gender, sexual orientation/identity, religion, political philosophy, age, disability status, and socioeconomic status. Most off-campus clinical opportunities (such as Chicago's Stroger Hospital, Salvation Army Clinic, and VA hospitals in Belleville and Danville, IL and Bay Pines, FL) require individuals who are committed to providing needed healthcare to diverse, underserved populations through education, research, and clinical practice. Local and regional communities collaborate with the University and are critical to the success of NUHS's diversity endeavors.

The University selects individuals for admission, employment, or appointment based on individual capability and potential for contribution to our mission of student learning, healing, and discovery. In creating a diverse and inclusive community, NUHS recognizes the importance of age, creed, physical ability, gender identity, gender expression, sexual orientation, language, culture, socio-economic status, spiritual practice, political ideology, national origin, and veteran status but these criteria are not applicable when distinguishing between applicants, students, residents, staff, or faculty.

The University acknowledges, encourages and supports all members of our community regardless of their individual characteristics. The maintaining of a climate of inclusion is of vital importance to the National University of Health Sciences. In concordance with the University's diversity objectives, NUHS focuses upon diversity of presence, publicizing our commitment to diversity, providing diversity education and training, achieving an inclusive climate, and conducting research on diversity. Monitoring the climate in which students, faculty and staff work, learn, and serve is important to the University's efforts to promote a positive environment for all. This environmental data, as well as other outcome data on medical school programs provides the basis for the assessment of the effectiveness of the University's diversity and inclusion enhancement initiatives.