

Policy Title	Nondiscrimination
Policy Number:	ADM 9.12
Department:	BSMCON
Functional Area:	Administration
Contributing Department	
Approved by:	RHEI Leadership Team
Effective Date:	8/1/2024
Version:	1
Status:	Approved
Manual	To be entered by Compliance360 System administrators or N/A if not in C360
Section	ADM 9

I. Mission, Vision and Values

This policy reflects our commitment to human dignity, integrity, compassion, stewardship, and service by guiding decisions and actions that uphold respect for all individuals and promote excellence in our work.

This policy aligns with our mission of extending the compassionate ministry of Jesus by improving the health and well-being of our communities and providing good help to those in need, especially the poor, dying, and underserved by ensuring that our practices support ethical, effective, and accountable service across all areas of the organization.

II. Policy

Bon Secours Memorial College of Nursing (BSMCON or the “College”), a department operated and controlled by the Bon Secours Memorial Regional Medical Center, LLC, is committed to a teaching, learning, and working environment free from all forms of discrimination and harassment. The College prohibits unlawful discrimination in employment and in its educational programs and activities, including internal promotions, training, opportunities for advancement, terminations, relationships with outside vendors, use of contractors and consultants and in its admission or access thereto, on the basis of race, ethnicity, national origin or descent, color, creed, religion, sex, age, marital status, disability (including physical, disease, psychiatric or psychological disability), medical condition, pregnancy, veteran status, sexual orientation, gender identification or expression, or physical characteristics. The College will conduct its program, services, and activities consistent with applicable federal, state and local laws, regulations, and orders.

III. Purpose

This policy applies to all students and to all third parties conducting business on behalf of the College. The Bon Secours Mercy Health Non-Harassment and Non-Discrimination Policy applies to all College associates.

IV. Scope

This policy applies to all students and to all third parties conducting business on behalf of the College. The Bon Secours Mercy Health Non-Harassment and Non-Discrimination Policy applies to all College associates.

V. Policy Details

Discrimination prohibited under this Policy is defined as treating someone differently because of their membership in a protected class (or a perception that someone is a member of a protected class) in matters of admissions, employment, services, or any other educational programs or activities of the College. Disparate treatment discrimination occurs when there has been an adverse impact on the individual's work or educational environment, individuals outside of the protected class have received more favorable treatment, and there is no legitimate, non-discriminatory reason for the action. Disparate impact discrimination occurs when a College policy or practice adversely impacts persons in a protected class even though the policy or practice is neutral on its face.

Harassment prohibited under this Policy is defined as verbal or physical conduct (including conduct using technology) directed toward an individual because of their membership in a protected class (or a perception that someone is a member of a protected class) that has the purpose or effect of substantially interfering with the individual's educational or work performance, or creating an intimidating, hostile or offensive working or academic environment.

The College will promptly and thoroughly investigate all allegations of discrimination and harassment. If an individual is found to have violated this Nondiscrimination Policy, the College will take appropriate action to prevent recurrence of the discrimination and/or harassment and take steps to correct its discriminatory effects on the complainant and others, if appropriate. Individuals found responsible will face disciplinary action, up to and including expulsion.

Any member of the College community who is a witness to or victim of discrimination should immediately notify the appropriate Designated College Official as listed below. The College prohibits retaliation based upon reporting of violations of this Policy.

COMPLAINTS OF DISCRIMINATION:

Any person may file a complaint alleging discrimination or harassment in violation of this Policy. Complaints may allege discrimination or harassment carried out by associates, students, or third parties. Complaints should be submitted in writing to the following Designated College Officials:

Student Disability Complaints

Tori Keel
Director of Student Success
8550 Magellan Parkway, Suite 1100
Richmond, VA 23227
804-627-5335
Victoria_Keel@bshsi.org

Sex Discrimination Complaints

Monique Bates
Director of Compliance and Risk Management - Title IX Coordinator
8550 Magellan Parkway, Suite 1100
Richmond, VA 23227
804-627-5457
monique_bates@bshsi.org

All Other Discrimination / Harassment Complaints

Benji Djeukeng
Dean of Administration
8550 Magellan Parkway, Ste. 1100
Richmond, VA 23227
804-627-5306
benjamin_djeukeng@bshsi.org

A member of the administration, faculty, or staff that receives a complaint of discrimination or harassment shall immediately forward such complaint to the appropriate Designated College Official listed above.

Complaints involving Sexual Harassment as defined by the Sexual Harassment Policy shall be addressed exclusively through that policy and process. This Policy addresses all other forms of sex-based discrimination, including sex-based harassment that does not rise to the level of Sexual Harassment as defined in the ADM 9.06 Title IX Sexual Harassment Policy.

Complaints of disability discrimination, including disability harassment, involving students or third parties will be processed pursuant to the procedures below, which constitute the College's Section 504 grievance procedures. Complaints of all other forms of discrimination and harassment will also be processed pursuant to the procedures set forth below.

All complaints involving associates (other than Sexual Harassment as discussed above) will be referred to Human Resources for processing under the Bon Secours Mercy Health Non-Harassment and Non-Discrimination Policy.

RELATED POLICIES AND PROCEDURES:

Conduct that is of a discriminatory or harassing nature may also implicate other College policies. The ADM 3.05 Student Conduct – Rights and Responsibilities policy may be relevant to complaints of discrimination and used by the College to address the underlying allegations of misconduct:

OUTSIDE OPTIONS FOR RESOLUTION OF COMPLAINTS:

Complaints of discrimination may be filed with the Office for Civil Rights, U.S. Department of Education at the following address:

Office for Civil Rights, U.S. Department of Education
Washington DC (Metro)
Office for Civil Rights
U.S. Department of Education
400 Maryland Avenue, SW
Washington, D.C. 20202-1475
Telephone: 202-453-6020
FAX: 202-453-6021; TDD: 800-877-8339
Email: OCR.DC@ed.gov

PROCEDURES**INVESTIGATION OF COMPLAINTS:**

1. The appropriate Designated College Official will commence an investigation within seven (7) business days of receiving a complaint. The Designated College Official (or assigned investigator) will speak to all parties involved (complainant, respondent, and witnesses) and collect any non-testimonial evidence. Both the complainant and respondent will have an equal opportunity to identify and have considered witnesses and other relevant evidence.

2. The investigation will conclude no later than 90 calendar days after the start of the investigation unless good cause exists to extend the time period for investigation. Both parties will be provided periodic updates of the status of the investigation and will be notified if the time period for investigation has been extended.
3. The College will use a preponderance of the evidence standard in determining responsibility of discrimination or harassment.
4. The Designated College Official will provide written notice to both parties of the outcome of the investigation, including the rationale for the decision reached.
5. When a preponderance of the evidence supports a finding that this Policy has been violated, the matter will be referred for appropriate disciplinary and remedial action as outlined below.
6. When there is insufficient evidence to find a violation of this Policy, the complaint will be closed, and the complainant is notified of the right to pursue the matter with external enforcement agencies. Such a finding does not preclude further review or action by other administrative offices if the underlying conduct could constitute a violation of other College policies.
7. Either party may appeal the finding on the following grounds:
 - Procedural irregularity affected the outcome.
 - There is new evidence that was not reasonably available during the investigation that could have affected the outcome; or
 - The investigator had a conflict of interest or bias against the appealing party that affected the outcome.
8. The appeal must be filed in writing with the Vice President, Richmond Higher Education Institutions' office within ten (10) business days of receipt of the written determination. The appeal must include:
 - Name of the complainant.
 - Name of the respondent.
 - A detailed statement of the basis for the appeal including the specific facts, circumstances, and argument in support of it; and,
 - Requested action, if any.

Any appeal that is untimely or does not contain at least one permitted ground for appeal will be rejected.

9. The Vice President, Richmond Higher Education Institutions' office will provide written notice to the other party that an appeal has been filed and that the other party may submit a written opposition to the appeal within seven (7) business days. The Vice President, Richmond Higher Education Institutions will also promptly obtain from the Designated College Official all records from the investigation necessary to resolve the grounds raised in the appeal.

10. The Vice President, Richmond Higher Education Institutions will resolve the appeal within fifteen (15) business days of receiving the appeal and any written opposition to it and may take any and all actions that the Vice President, Richmond Higher Education Institutions determines to be in the interest of a fair and just decision. The decision of the Vice President, Richmond Higher Education Institutions is final.
11. The Vice President, Richmond Higher Education Institutions shall issue a short and plain, written statement of the resolution of the appeal that explains the outcome of the appeal and the rationale. The written statement shall be provided to the complainant, the respondent, and the Designated College Official.
12. The determination of a complaint becomes final when the time for appeal has passed with no party filing an appeal or, if any appeal is filed, at the point when the Vice President, Richmond Higher Education Institutions has resolved all appeals. No further review beyond the appeal is permitted.

Possible Sanctions:

If the investigation determines that a student has violated this Policy, the student will be disciplined in accordance with the process outlined in ADM 3.05 Student Conduct – Rights and Responsibilities. Possible disciplinary can range from a warning to expulsion depending on the severity of the incident.

Vendors, Contractors and Third Parties:

The College does business with various vendors, contractors, and other third parties who are not students or associates of the College. Notwithstanding any rights that a given vendor, contractor, or third-party respondent may have under this policy, the College retains its right to limit any vendor, contractor, or third-party's access to campus for any reason. And the College retains all rights it enjoys by contract or law to terminate its relationship with any vendor, contractor, or third-party irrespective of any process or outcome under this policy.

Prohibition against Retaliation:

The College prohibits retaliation against any individual that files a discrimination / harassment complaint or participates in the investigation or resolution process. Incidents of retaliation should be reported immediately to the Designated College Official.

VI. Definitions

None

VII. Attachments

N/A

VIII. Related Policies and Procedures

ADM 3.05 Student Conduct – Rights and Responsibilities
ADM 9.06 Title IX Sex Discrimination & Sex-Based Harassment
Bon Secours Mercy Health Non-Harassment and Non-Discrimination Policy

IX. Regulatory Notices

Nothing in this policy creates a contractual relationship between Bon Secours Memorial College of Nursing (BSMCON), a department operated and controlled by Bon Secours Memorial Regional Medical Center, LLC, and any party. BSMCON, in its sole discretion, reserves the right to amend, terminate or discontinue this policy at any time, with or without advance notice.

X. Version Control

Version	Effective Date	Next Review Date	Description	Supersedes, if applicable	Prepared By
1.0	2/22/2021	N/A	New Policy	N/A	Dean of Administration
1.1	2/25/2022	N/A	Revised	1.0	Dean of Administration
1.2	6/30/2022	N/A	Title IX Coordinator Changed	1.1	Dean of Administration
1.2	2/6/2024	2/6/2027	Review- No Changes	1.2	Dean of Administration
1	2/6/2024	2/6/2027	Version changed – BSMH Template Adopted	1.2	Dean of Administration

This policy/procedure/guideline is not intended to establish a standard of clinical or non-clinical care or practice. Rather, this policy/procedure/guideline creates a general tool to help guide decision-making with the understanding that different action(s) may be necessary in response to the totality of the circumstances presented.

Sites revised 05/06/2025- Bon Secours Mercy Health adopts the above policy, procedure, policy & procedure, guideline, manual / reference guide / instructions, or principle / standard / guidance document for all Bon Secours Mercy Health entities including, but not limited to, facilities doing business as Mercy Health – St. Vincent Medical Center, St. Vincent – St. Charles Hospital, St. Vincent – St. Anne Hospital, Mercy Health – Perrysburg Medical Center, Mercy Health – Tiffin Hospital, Mercy Health – Willard Hospital, Mercy Health – Defiance Hospital, Mercy Health Allen Hospital LLC, Mercy Health - Lorain Hospital, Mercy Health St. Elizabeth Youngstown Hospital, Mercy Health St. Joseph Warren Hospital, Mercy Health - St. Elizabeth Boardman Hospital, Mercy Health - St. Rita's Medical Center, Mercy Health – Springfield Regional Medical Center, Mercy Health - Urbana Hospital, Mercy Health - Anderson Hospital, Mercy Health - Clermont Hospital, Mercy Health – Fairfield Hospital, Mercy Health - West Hospital, The Jewish Hospital – Mercy Health, Mercy Health – Kings Mills Hospital, LLC, Mercy Health - Lourdes Hospital LLC, Mercy Health – Marcum and Wallace Hospital, Chesapeake Hospital Corporation DBA Rappahannock General, Maryview Hospital, Bon Secours Richmond Community, Bon Secours Memorial Regional Medical Center, Bon Secours – St. Mary's Hospital, Bon Secours St. Francis Health System, Bon Secours St. Francis Medical Center, Bon Secours Mary Immaculate Hospital, Bon Secours - Southside Medical Center, Bon Secours Mercy Health Franklin, LLC, Southern Virginia Medical Center,

and Bon Secours Harbour View Medical Center. This also may apply to Bon Secours Mercy Health Medical Group LLC and its medical group affiliates.