



Vanderbilt University Medical Center ("VUMC") is an organization and employer committed to a scientific, research, and learning environment without discrimination and harassment. VUMC prohibits discrimination on the basis of race, sex, religion, color, national or ethnic origin, age, disability, veteran status, or genetic information or any other characteristic protected under applicable federal or state law in its programs and activities. Equally unacceptable within VUMC is the harassment of or discrimination against individuals on the basis of their sexual orientation, gender identity, or gender expression.

Furthermore, VUMC is committed to:

1. Ensuring that proper policies, procedures, and oversight are in place to prevent and mitigate discriminatory harassment and other discriminatory practices, as demonstrated by VUMC's Anti- Harassment, Non-Discrimination and Anti-Retaliation, Equal Opportunity and Affirmative Action, and Recruitment , Hiring and On-Boarding policies (available at <https://hr.vumc.org/policies>), VUMC's Code of Conduct <https://www.vumc.org/compliance/codeofconduct> and related policies, procedures, and practices, which collectively apply to VUMC employees, applicants, trainees, volunteers, and others in the VUMC community. In addition to policies, education, and training on such topics, VUMC's Employee and Labor Relations Team provides services and advises employees and managers about employment related concerns, including, without limitation, equal opportunity, non-discrimination, anti-harassment, anti-retaliation and affirmative action, and oversees VUMC's compliance with all federal equal opportunity and affirmative action reporting requirements. Concerns about issues such as discrimination, harassment and/or retaliation may be reported to VUMC Employee Relations by anyone in the VUMC community, by contacting Employee Relations through any of the avenues of communication outlined on the VUMC Human Resources/Employee Relations website, <https://hr.vumc.org/Employee-Relations>.
2. Responding appropriately to allegations of discriminatory practices, including any required notifications to the Office of Civil Rights; and
3. Adopting and following an institutional procedure for requesting funding agency prior approval of a change in the status of the Program Director/Principal Investigator (PD/PI) or other senior/key personnel, named in the Notice of Award ("NoA"), if administrative or disciplinary action is taken that impacts the ability of the PD/PI or other key personnel, named in the NoA, to continue a role on a training grant or sponsored project. Upon notification of an applicable administrative or disciplinary action, VUMC's Institutional Signing Authority for research follows the funding agency's policy and procedures for change in status of PD/PI or key personnel, named in the NoA, including NIH Grants Policy Statement (GPS) 8.1.2.6.

Additional information regarding VUMC's commitment to research, scientific excellence, and the pursuit and cultivation of learning in an environment without discrimination or harassment can be found at <https://hr.vumc.org/Employee-Relations>.



If you have questions or need any additional information, please do not hesitate to contact me.

Sincerely,

A handwritten signature in blue ink that reads "Amy Schoeny".

Amy Schoeny, Ph.D.
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