



**UPMC SCHOOLS OF NURSING  
POLICY AND PROCEDURE**

**SUBJECT: Non-Discrimination Statement      INDEX TITLE: Administrative**  
**DATE: August 27, 2018**

**I. STATEMENT:**

It is the policy and purpose of UPMC Schools of Nursing to provide equal educational opportunity (EEO) according to academic qualifications without discrimination or harassment on the basis of race, color, religion, ancestry, national origin, age, sex, genetics, sexual orientation, gender identity, marital status, familial status, disability, veteran status, or any other legally protected group status. Further, UPMC will continue to support and promote equal educational opportunity, human dignity, and racial, ethnic, and cultural diversity. UPMC Schools of Nursing is committed to taking positive steps to eliminate barriers that may exist in educational practices. Areas of focus include, but are not limited to: recruiting, admission, transfer, progression, graduation, financial aid, termination and education.

This commitment is made by UPMC in accordance with federal, state, and/or local laws and regulations.

All applicants must be able to complete the essential functions of a student nurse with or without reasonable accommodation. Act 33 PA Child Abuse History Certification, Act 34 PA Criminal Record Check and Act 73 Fingerprints are required clearances.

**Sponsor:** Administration


**Reviewed/Approved:** 1/12/18; 2/1/18

**Revised/Approved:** UPMC Schools of Nursing Executive Leadership Team: 8/7/14; 2/23/17; 2/1/18

**Originated Date:**

**Effective Date:** 9/2/14; 8/28/17; 8/27/18

**Signature:**

  
Executive Director  
UPMC Schools of Nursing

**Date:**

6-18-2018