

Policy Title: Affirmative Action	Category: Institutional Policies and Guidelines
Accountable Dean or Director: Dean of Medical Education	
Reviewed By: Executive Oversight Committee (EOC)	Approved By:
Effective Dates: AY2022/23	Review Dates: TBD

PURPOSE AND SCOPE:

To provide overview of the affirmative action policy for the Icahn School of Medicine at Mount Sinai.

POLICY:

It is the policy of the Icahn School of Medicine at Mount Sinai to make all decisions regarding educational and employment opportunities and performance on the basis of merit and without discrimination because of age, race, color, language, religion, sex, sexual orientation, gender identity or expression, genetic disposition, ethnicity, culture, creed, national origin, citizenship physical or mental disability, socioeconomic status, veteran status, military status, marital status, being the victim of spousal abuse, or based on any other characteristic protected by law.

In keeping with our continuing efforts to achieve a broadening of the representation of women and minority groups throughout the medical school, we have:

- A. Developed an Affirmative Action Program that details actions designed to realize the School's commitment to equal educational and employment opportunities.
- B. Insured our compliance with federal, state, and local laws and regulations implementing equal opportunity objectives by meeting the spirit as well as the letter of the law and contractual requirements.

We cannot over-emphasize our commitment to realizing these goals. Every decision affecting faculty, house staff, fellows, graduate students, employees, medical students, and other members of the medical school community rests solely on demonstrably valid criteria of merit, competence, and experience.

You can find additional information concerning the Icahn School of Medicine at Mount Sinai's Affirmative Action Program through the Human Resources Department of the Mount Sinai Health System.