

Equal Opportunity, Discrimination, and Harassment Policy

Galen maintains and enforces a policy of affording equal opportunity to all individuals. This policy prohibits Galen, its faculty, staff and other employees from discriminating against any applicant or student because of gender, race, age, color, disability, national origin, religion, or other category protected by applicable federal, state, or local law. This policy extends to all of Galen's programs and activities and to all aspects of Galen's relationship with its applicants and students, including admissions and access to, and treatment and employment in, Galen's programs and activities. Galen maintains and enforces a policy that prohibits harassment of its applicants and students based on legally protected status. Unwelcome conduct based on gender, race, age, color, disability, national origin, religion, or other protected category, that interferes with an applicant's or student's equal access to, or equal opportunity to participate in, Galen's programs or activities, or creates an intimidating, hostile or offensive environment, is prohibited. Such harassment may include sexual propositions or innuendos, suggestive comments, teasing or jokes concerning race, gender, etc., obscene or offensive language or gestures, displays of obscene or offensive materials, or physical conduct. It is unlawful and a violation of Galen policy for a faculty member or anyone in a position of authority to base any evaluation or decision on submission to or rejection of unwelcome sexual advances, requests for sexual favors, or other harassment. Galen's policy also encourages applicants and students to promptly report discrimination and harassment. If a student has been the victim of discrimination or harassment, has witnessed discrimination or harassment, or has a question about the discrimination or harassment policies (including student-on-student-harassment), the student should notify the Section 504/Title IX Coordinator. Galen prohibits retaliation against

applicants or students because they have reported discrimination or harassment, or participated in an investigation of a discrimination or harassment complaint. Galen will conduct a prompt and appropriate investigation of each discrimination or harassment complaint. If discrimination or harassment is alleged to have occurred, Galen will take steps to stop the discrimination or harassment and will take disciplinary action against the person responsible.