



Policy Statement
Medical University of South Carolina
Commitment to Equal Employment Opportunity

It has been, and will continue to be, the policy of the Medical University of South Carolina (MUSC) to recruit, hire, train, and promote into all job levels the most qualified persons without regard to race, color, religion, sex, age, national origin, disability, veteran status, genetic information, sexual orientation or gender identity except where sex is a bona fide occupational qualification. All employment and promotional decisions are based upon job-related requirements, and must comply with the principles of equal employment opportunity.

Similarly, all related personnel matters such as compensation, benefits, transfers, reassignments, layoffs, returns from layoff, terminations, University-sponsored training, education, tuition assistance, social and recreation programs will be administered in accordance with this equal opportunity policy.

To advance these ends, MUSC has developed an Affirmative Action Program (AAP), supported by the President of the University, with specific and results-oriented procedures to ensure equal employment opportunity. This AAP as written is not to be considered a permanent document. The AAP will be evaluated on an ongoing basis through a defined audit and reporting system in order to assess progress and detect potential problems. This program shall also be evaluated, and updated on an annual basis and modified or revised at other times as appropriate.

Overall responsibility and accountability for the implementation of the AAP is assigned to the Office of Diversity and Inclusion, to monitor the affirmative action compliance function for MUSC. The day-to-day responsibility for administration and implementation of the AAP is assigned to the Human Resources Division. Administrators, directors, managers, and supervisors are individually and collectively accountable for implementing this program. The cooperation and diligence of everyone involved in implementation is expected and is included as a component of their individual performance evaluation.

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