

# SWTC Midwifery Program Nondiscrimination Policy

Southwest Wisconsin Technical College is committed to fostering a learning environment that is inclusive, respectful, and free from discrimination. The Midwifery Program Nondiscrimination Policy applies to all individuals involved in the Midwifery Program, students, academic faculty, preceptors/clinical faculty, and administrative staff.

## Policy Statement:

- 1. Equal Opportunity:** The Midwifery Program prohibits discrimination harassment, retaliation, or discipline against any individual or group on the basis of their actual, implied or perceived: race; color; national or ethnic origin or ancestry; religion or creed; sex, gender, gender identity or expression, including transgender identity; sexual orientation; marital status; familial status; age; disability; genetic information; or any other protected category under federal, state or local law. All individuals within the Midwifery Program are required to uphold this commitment.
- 2. Selection and Evaluation of Program Faculty and Staff:** The selection and evaluation of preceptors/clinical faculty, academic faculty, and administrative staff will be based on qualifications, experience, and professional competence, without regard to protected characteristics. Decisions regarding recruitment, appointment, and promotion will be made impartially and free from discrimination, harassment, retaliation, or discipline against any individual or group on the basis of their actual, implied or perceived: race; color; national or ethnic origin or ancestry; religion or creed; sex, gender, gender identity or expression, including transgender identity; sexual orientation; marital status; familial status; age; disability; genetic information; or any other protected category under federal, state or local law.
- 3. Recruitment, selection, enrollment, and advancement of students:** Students are recruited, selected, enrolled, and advanced without discrimination, harassment, retaliation, or discipline against any individual or group on the basis of their actual, implied or perceived: race; color; national or ethnic origin or ancestry; religion or creed; sex, gender, gender identity or express, including transgender identity; sexual orientation; marital status; familial status; age; disability; genetic information; or any other protected category under federal, state, or local law.
- 3. Inclusive Learning Environment:** All Midwifery Program academic faculty, preceptors/clinical faculty, administrative staff, and students are expected to create an inclusive learning environment that respects and values the diversity of all individuals involved in the Program regardless of their backgrounds or protected characteristics. They should foster a supportive and respectful atmosphere that encourages open dialogue, collaboration, and the exchange of ideas.
- 4. Fair Treatment:** All Midwifery Program academic faculty, preceptors/clinical faculty, administrative staff are required to provide fair and equal treatment to all students, without favoritism or bias. They should not engage in discriminatory practices, such as differential treatment, grading, or opportunities based on protected characteristics.

5. Harassment and Retaliation: Any form of harassment, including but not limited to verbal, physical, or visual harassment, is strictly prohibited. Members of the academic faculty, preceptors/clinical faculty, administrative staff, and students should not engage in or tolerate any behavior that may create a hostile or intimidating environment. Additionally, any form of harassment, retaliation, or discipline against individuals who report discrimination or participate in related investigations is strictly prohibited.

6. Reporting and Complaint Procedures: Southwest Wisconsin Technical College and the Midwifery Program have established procedures for reporting and addressing concerns related to discrimination. Any individual who believes they have experienced or witnessed discrimination, harassment, or prohibited retaliation or discipline within the College or the Program should promptly report the incident to their supervisor, clinical site coordinator, or program director as appropriate and/or utilize the SWTC Complaints Process online at <https://www.swtc.edu/student-resources/policies-procedures/complaints-process>.

7. Investigation and Remedial Actions: The Program will initiate and participate in the investigation of any complaints of discrimination involving academic faculty, preceptors/clinical faculty, and staff. If a violation is substantiated, appropriate remedial actions will be taken, which may include education, training, counseling, disciplinary actions, termination of employment, or revocation of preceptor/clinical faculty approval, as deemed necessary.

8. Education and Training: The Midwifery Program will provide education and training to academic faculty, preceptors/clinical faculty, and staff on the importance of maintaining a nondiscriminatory learning environment. This may include workshops, seminars, or online modules that address issues of diversity, inclusion, cultural competence, race and other forms of privilege, inequities, and implicit bias as it relates to education and healthcare delivery.

9. Compliance with Laws and Regulations: This policy is in accordance with applicable federal, state, and local laws and regulations regarding nondiscrimination. The SWTC Equal Opportunity Officer is responsible for implementing, monitoring, and evaluating compliance with all applicable laws and regulations and will take appropriate action to address any violations.

10. Dissemination and Awareness: The Midwifery Program makes this nondiscrimination policy readily available to all academic faculty, preceptors/clinical faculty, administrative staff, students, and relevant stakeholders. It will be communicated through appropriate channels, including student and preceptor handbooks, Faculty Resource Group, and Clinical Faculty Preceptor Training Folder on Schoology.

Adherence to this policy is essential for creating an inclusive and equitable learning environment. The SWTC Midwifery Program expects all individuals involved in the Program to understand and comply with this policy, promoting an atmosphere that fosters respect, diversity, and equal opportunity for all students, faculty, and staff.