



ORLANDO COLLEGE OF OSTEOPATHIC MEDICINE

Orlando College of Osteopathic Medicine

Policy Order Number: D0003

Effective Date: April 5, 2021

Revised Date: October 28, 2025

DEAN APPROVED: October 28, 2025

A handwritten signature in black ink, appearing to read "R T Hasty DO FACOI".

Robert T Hasty, DO, FACOI, FACP

Dean & Chief Academic Officer

Policy Title: Opportunity Policy

Policy & Procedure Statement:

OCOM is committed to fostering a culture of opportunity that promotes and sustains an affirming educational environment where opportunities for collaboration and innovation can succeed for all faculty staff and students. We will value and embrace the distinctive ethnicities, races, cultures, ages, abilities, sexual identities, and creeds that comprise the OCOM family. We will be resolved to cultivating an academic environment and osteopathic physician workforce that is prepared to meet the various healthcare needs of all those living in our mission states and beyond.

OCOM will not discriminate in its recruitment and selection process for faculty, staff and students. OCOM believes various backgrounds contribute to the richness of the college and enhances the workplace and educational quality and satisfaction, where a greater understanding from those experiences, beliefs, perspectives and contributions are different from their own. As such OCOM will support and encourage a culture of open inquiry, inquisitiveness and mutual respect where all employees and students are treated with courtesy, respect and dignity.

Opportunity Statement

OCOM recognizes, values, and affirms that a welcoming culture contributes richness to OCOM and enhances the quality of education, research, clinical care, and service. Students, faculty, staff, and administration are valued for their various backgrounds. OCOM will be committed to providing and nurturing an academic and employment environment in which students and employees are treated with courtesy, respect, and dignity.



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OCOM will ensure that no student or employee will be excluded from participating in, be denied the benefits of, or be subjected to discrimination in any program sponsored by OCOM. OCOM will always be attentive to its commitment to the welcoming goals and principles, and it will:

- provide focus upon a welcoming environment in the development and revision of OCOM policies and procedures.
- regularly review welcoming efforts by developing, refining, and continually improving metrics to assess various non-discrimination initiatives for employees and students.
- recognize and critically assess the fragilities and strengths of its actions and outcomes to actively promote non-discrimination, challenge discrimination, and address disparity and barriers to non-discrimination.
- acknowledge the various backgrounds that each member of its community offers – including, but not limited to – race, ethnicity, sex, gender identity, sexual orientation, socioeconomic background and circumstance, national origin, geographic background, ability and disability, physical characteristics, veteran status, political ideology, creed, and age.
- provide a safe environment where all members of its community can engage in dialogue, question, learn and contribute to their fullest potential.
- respect the dignity of all members of its community and aspire to ensure that all feel valued and supported.
- provide education and training that emphasize respect for differences in culture, language, and life experience and that address both health disparities and the role that implicit and explicit bias can play in decision making.
- support community engagement and partner with the local, national, and global communities to advance the non-discrimination pathways and eliminate health disparities.
- provide institutional resources to support these efforts in non-discrimination, and professional development of its employees and students

The following demonstrate OCOM's systematic and focused approach to recruitment and retention activities to non-discrimination through planned programs and partnerships with other institutions and organizations aimed at achieving non-discrimination among qualified applicants for medical school admission and the evaluation of program outcomes.

Recruitment and Retention Activities for Students:

1. Strict adherence to our non-discrimination policy.
2. Offering strong academic support systems for all students, including those who belong to minority groups.



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3. Publication of annual community engagement report starting with the year of the inaugural class.

Recruitment and Retention Activities for Staff, Faculty, Senior Administrative Staff, and others in the Academic Community:

1. Ongoing employment recruitment activities that will be based upon non-discrimination.
2. Strict adherence to our non-discrimination policy.
3. Publication of annual community engagement report starting with the year of the inaugural class.

Evaluation of Program and Partnerships (beginning in the Spring of 2025):

1. Publication of annual community engagement report starting with the year of the inaugural class, staff, faculty, administration, and board of trustees. The report shall include an evaluation of the programs and partnerships of OCOM outcomes.

This policy shall be posted at ocom.org/policies.