

January 3, 2019

case.edu/generalcounsel

P. Kay Lund, PhD, Director
Division of Biomedical Research Workforce
Office of Extramural Research
National Institutes of Health
Website: <https://researchtraining.nih.gov>
Email: NIHTrain@mail.nih.gov

Dear Dr. Lund:

I am writing to confirm Case Western Reserve University's institutional commitment to: (i) ensuring that the University has appropriate policies, procedures, and oversight in place to prevent discriminatory harassment and other discriminatory practices; (ii) responding appropriately to allegations of discriminatory practices, including any required notifications to OCR; and (iii) adopting and following institutional procedure for requesting NIH prior approval of a change in the status of the Program Director/Principal Investigator (PD/PI) or other key personnel if administrative or disciplinary action is taken that impacts the ability of the PD/PI or other key personnel to continue his/her role on the NIH award described in the training grant application.

The University has a Non-Discrimination Policy, which states: "Case Western Reserve University does not discriminate in recruitment, employment or policy administration on the basis of race, religion, age, sex, color, disability, sexual orientation, gender identity/expression, national or ethnic origin, political affiliation, or status as a disabled veteran or other protected veteran under US Federal Law. In addition, the university expects all employees, students, vendors, and associates to participate in its program of nondiscrimination. The university intends to maintain an environment free of sexual harassment and will not tolerate any form of harassment of employees or students. Retaliation against persons raising concerns about sexual harassment or harassment of any kind is prohibited and will constitute separate grounds for disciplinary action up to including discharge or expulsion from the University." This policy is posted online and is currently available at <https://case.edu/diversity/university-policies/non-discrimination-policy>.

Among the ways the University responds to allegations of discrimination is through the University's Office for Inclusion, Diversity and Equal Opportunity. The mission of this office is to provide support and guidance and to promote equitable and fair treatment in employment, education and other aspects of campus life. The office serves as a resource to the university in the interpretation, understanding and application of federal and state equal opportunity and affirmative action laws and regulations. Information about this office can be found at <https://case.edu/diversity/about>.

Specifically with reference to changes on PD/PIs or other key personnel and in accordance with NIH requirements, our institutional procedures require that such changes are entered in the University's electronic grants management system and routed for department and school approval, reviewed by the appropriate preaward office, and submitted to the sponsor for approval before implementation.

The University is committed to preventing and addressing discrimination for its research workforce.

Sincerely,


Ben Vinson III
Provost and Executive Vice President