



AAO-HNS/F Anti-Discrimination Policy

Adopted January 12, 2019

The AAO-HNS/F is opposed to discrimination against people on the basis of, but not limited to, race, color, national origin, religion, sex (including pregnancy), age, sexual orientation, gender identity and expression, marital status, disability, veteran status, or any other basis prohibited by federal, state, or local law. This applies to all aspects of medical practice and training, practice administration, and academic settings.

Discrimination also applies to career development and advancement, compensation, academic advancement, administrative positions, and any other realm into which discrimination might impact a member. The Academy expects that all members will be afforded the opportunity to work in settings free of discrimination, harassment, and hostile environments.

If a member of the AAO-HNS is found in violation of the applicable discrimination statute or regulatory rules they may be subject to disciplinary action by the AAO-HNS Board of Directors as set forth in Section 2.22 of the Academy Bylaws.