



West Virginia School of Osteopathic Medicine

Office of the President

August 20, 2025

The Honorable Amy Grady
amy.grady@wvsenate.gov

The Honorable Joe Ellington
joe.ellington@wvhouse.gov

Joint Committee on Education

Dear Chair Grady and Chair Ellington:

In accordance with West Virginia Code §18B-1G-4, the West Virginia School of Osteopathic Medicine (WVSOM) submits the attached report to formally update the West Virginia Legislature, and specifically the Joint Committee on Education, on the institution's efforts to comply with the law prohibiting diversity, equity, and inclusion (DEI) offices and officers.

Following the issuance of Executive Order 3-25 by Governor Morrisey, WVSOM conducted a thorough review of all institutional services, programs, and practices to ensure full compliance with the law. This process was carried out in consultation with campus leadership and legal counsel, and in alignment with guidance from the Governor's Office.

Although this report is being submitted after the July 1, 2025 deadline, all compliance actions were completed by that date.

To ensure compliance with Senate Bill 474 and Executive Order 3-25, WVSOM has taken the following steps:

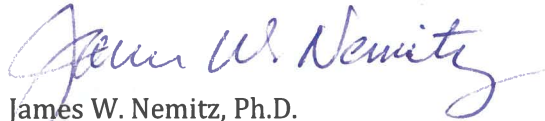
- WVSOM does not maintain a DEI office or employ DEI officers.
- No institutional programs or services offer benefits based on race, color, sex, ethnicity, or national origin.
- All institutional materials, including websites and publications, have been reviewed and updated to remove DEI-related language.
- No DEI-related training is required or offered as a condition of employment or enrollment.

- WVSOM does not require DEI statements in hiring or promotion processes.
- The institution does not engage third-party vendors or consultants to promote DEI initiatives.
- All student support services and employee services are provided in a manner consistent with federal and state law, including Title IX and the Americans with Disabilities Act, and are available to all regardless of background or identity.

WVSOM remains committed to fostering a respectful and inclusive academic environment while ensuring full compliance with all applicable laws and regulations. We will continue to monitor and review institutional practices to maintain alignment with state directives.

If you have any questions or require additional information, please contact WVSOM's Office of External Relations, Don Smith at dsmith@osteo.wvsom.edu or General Counsel, Brian Lutz, Esq. at blutz@osteo.wvsom.edu.

Sincerely,



James W. Nemitz, Ph.D.

President

West Virginia School of Osteopathic Medicine

Enclosure: WVSOM Institutional Report 2025



INSTITUTIONAL REPORT IN COMPLIANCE WITH WV SENATE BILL 474

Due Date: July 1, 2025

Institution Name: West Virginia School of Osteopathic Medicine ("WVSOM")

Submitted by: Brian L. Lutz, General Counsel/Chief Legal Officer
Donald Smith, AVP for Governmental and External Relations/Chief Communications Officer

Submission Date: August 20, 2025

I. Introduction

Pursuant to the requirements set forth in Senate Bill 474, enacted during the 2025 Regular Session of the West Virginia Legislature, this Report outlines all institutional changes and steps taken by WVSOM to comply with Senate Bill 474.

II. Institutional Policy Changes

Policy Title	Effective Date	Description of Change	Reason for Change
GA-10 Standing Boards, Committees, or Councils	03/28/2025	Removal of "Committee on Diversity, Equity and Inclusion".	Committee existence and inclusion in policy does not comply with Governor's Executive Order No. 3-25 and Senate Bill 474.
GA-15 Safety and Security	03/28/2025	Add "Color" and removal of "Ethnicity" from categories of bias.	Inclusion of original language in policy does not comply with Governor's Executive Order No. 3-25 and Senate Bill 474.
PE-01 Employees	03/28/2025	Removal of present Equal Opportunity and Affirmative Action language and insertion of new diversity statement.	Inclusion of original language in policy does not comply with Governor's Executive Order No. 3-25 and Senate Bill 474.
GA-28 Discrimination in the Workplace and Educational Environment Prohibited	03/28/2025	Removal of diversity and inclusive culture language. Removal of discrimination language. Updating title of Reporting contact. Remove of description of Committee on Diversity, Equity, and Inclusion.	Inclusion of original language in policy does not comply with Governor's Executive Order No. 3-25 and Senate Bill 474. Committee existence does not comply and have since been removed.

Employee Handbook	06/25/2025	Updates to diversity statement. Changes to committee lists.	Inclusion of original language in handbook does not comply with Governor's Executive Order No. 3-25 and Senate Bill 474.
Faculty Handbook	06/27/2025	Updates to comply.	Inclusion of original language in handbook does not comply with Governor's Executive Order No. 3-25 and Senate Bill 474.
Student Handbooks (D.O. Program and Masters Program)	08/12/2025	Updates to diversity statement, committee lists, and other changes needed to comply with SB 474.	Inclusion of original language in handbooks do not comply with Governor's Executive Order No. 3-25 and Senate Bill 474.

III. Employee Title and Classification Changes

Previous Title	New Title
Associate Dean for Multicultural and Student Affairs	Associate Dean for Student Affairs
Vice President of Human Resources, Equal Opportunity and ADA Coordinator	Vice President of Human Resources, ADA Coordinator
Assistant Dean for Multicultural and Student Affairs	Assistant Dean for Student Affairs

IV. Other Steps Taken to Comply

Activity/Procedures/Programs	Step Taken	Notes
Diversity Student Meeting	Diversity student activities are not discontinued.	
Diversity Advertising for Employee Positions	Diversity advertising for employee positions is now discontinued.	
Orientation Materials for New Employees	Revised printed and digital materials to comply.	
DEI Statement on HR Web Page	Removed statement from webpage.	https://www.wvsom.edu/hr
PeopleAdmin-Candidate Portal Review DEI Statement	Removed statement from webpage.	https://careers.wvsom.edu
PeopleAdmin-Applicant Tracking System	Removed collection of demographic info from applicants	
Job Descriptions	EEO statement removed.	
Employee EEO Form	Updates made to form to comply.	
Discrimination Complaint Form	Updates made to form to comply.	
DEI Grants and Related Funding Programs	Discontinue applications or renewals of DEI focused grants.	
Search Committee Training	Materials revised to comply.	
WVSOM Mission Statement	Removed mission of educating students from diverse backgrounds.	The mission statement was already under review as a part of institutional strategic planning.

DEI Training for Standardized Patients	DEI specific training will be eliminated.	
Jedi Curriculum Thread	JEDI thread eliminated, and replaced with thread to include Professionalism in Practice.	
Reporting of Discrimination and Harassment	Removed due to previous diversity statement.	WVSOM still encourages reporting of harassment and discrimination through other mechanisms.
Equal Opportunity Program Manual	Removed	WVSOM no longer has a requirement to complete the EEO Manual as it is not a federal contractor.

WVSOM does not use race, color, sex, ethnicity, or national origin standards for admission, employment, or promotion. WVSOM does not contract with third parties to promote DEI, nor does it require DEI statements, give preference based on DEI, or require participation in DEI training as a condition of employment.

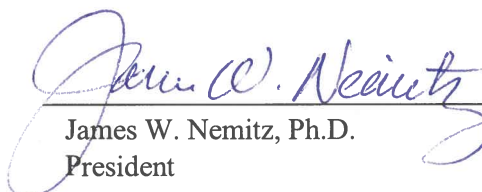
Further, as of the date of this Report, WVSOM has no knowledge of any violations of W.Va. Code §18B-14-5(f).

V. Submission

Please direct any questions regarding this Report to Donald Smith, AVP of Governmental and External Relations/Chief Communications Officer at (304) 647-6372 or dsmith3@osteo.wvsom.edu.

VI. Certification

I certify that the above information is accurate and reflects all applicable changes required under Senate Bill 474 during the reporting period.


James W. Nemitz, Ph.D.
President