

University of Florida
College of Public Health & Health Professions Syllabus
PHC 6424: Environmental Policy and Risk Management in Public Health (3 credit hours)
Spring 2023
Delivery Format: Online via e-learning in Canvas

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Office Hours: Wednesdays, 8:00AM-9:00AM

Preferred Course Communications: The “Inbox” in Canvas will be used for all email correspondence. Instructors and TAs will not be responsible for emails sent their “UFL” email addresses

Prerequisites:

PHC 6313: Environmental Health Concepts in Public Health
PHC 6937: Environmental Toxicology Applications in Public Health

PURPOSE AND OUTCOME

Course Overview

This course provides students with an in depth understanding of the government’s environmental health structure, environmental policy making processes, important environmental policies, and application of these policies through risk assessment and management techniques to protect the public and the environment.

Course Objectives and/or Goals

Upon completion of this course, students will be able to:

1. Describe the environmental legislative process, the jurisdiction of key government agencies involved in environmental health, and important legislation that governs our approach to protecting public and environmental health
2. Apply knowledge of environmental legislation to case studies to determine jurisdiction and approach
3. Evaluate current environmental policies and determine whether they are adequate to ensure a sustainable future
4. Explain the risk assessment process as well as its application in risk management
5. Develop a quantitative risk assessment framework for environmental hazards

Relation to Program and Learning Outcomes

Competencies primarily gained in this course

1. Diagnose and investigate health problems and health hazards in the community using an ecological framework
2. Use laws and regulations that protect health and ensure safety
3. Communicate effectively with constituencies in oral and written forms

Competencies reinforced in this course

1. Recognition of the role of environmental sciences in the health of populations
2. Develop policies and plans that support individual and community health efforts
3. Conduct research for new insights and innovative solutions to health problems

Instructional Methods

1. Lectures: Students are responsible for all the material presented in the course and assigned readings. This will be the main source of content in this course.
2. Readings and Resources. In addition to the required text, supplementary readings and resources will be posted in the course. The reading list may be supplemented during the course.
3. Assessments: The primary assessments will be written assignments, development of a quantitative risk assessment, and a mid-term and final examination.

What is expected of you?

You are expected to watch weekly lectures and complete all readings, assignments, and exams. Additionally, you are expected to actively engage in the course throughout the semester. Your participation fosters a rich experience for you and your peers that facilitate overall mastery of the course objectives.

DESCRIPTION OF COURSE CONTENT

This course is taught as a series of modules, each covering one specific aspect of environmental policy and risk management. Each module may contain lectures, external links, videos, discussions and required readings as well as assignments. You are responsible for all course content regardless of the format. The topical Outline/Course Schedule below details the dates of content modules and assignments. Debates and Exams are also listed.

Getting Started

1. Visit <http://lss.at.ufl.edu> and login to e-Learning in Canvas using your Gatorlink ID and password.
2. Find our course website. It will be listed as PHC6424: Environmental Policy and Risk Management
3. Complete the "Getting Started" Module under the Modules Tool (left menu). This will prompt you to download and review the syllabus, review the materials on plagiarism, and complete the syllabus quiz.

The remainder of the course materials will be locked and unavailable to you until you have completed the "Getting Started" Module. You **MUST** earn a 100% score on the quiz in this module for the course materials to open in the course site. If you do not receive a 100% score, please review the feedback on your quiz attempt and retake as soon as possible. This is an important element to insure that all students are aware of the curriculum requirements for this course. If you have ANY difficulty with this quiz, please send an email to me using the Canvas "Inbox" as soon as possible.

Course Materials and Technology

Text book (Required):

Environmental Policy and Public Health, *2nd edition*

Barry L. Johnson and Maureen Y. Lichtveld, CRC Press, 2017 ISBN 978-1498799393

e-Learning in Canvas site:

There will be an online site for this course in Canvas, the learning management system supported by the University. Log in at <https://lss.at.ufl.edu/> and go to course site for PHC6XXX-Environmental Policy and Risk Management in Public Health

Here, I will post the syllabus, lecture slides, assignments and allow for communication between the students and course instructors. You will also turn in assignments through this site. Once the course begins, all communication will take place through the e-Learning in Canvas site. This includes all emails. This will eliminate any issues with students not getting emails due to connection problems. It will be your responsibility to check the site on a routine basis to keep up with announcements, emails, and course modifications.

For technical support related to course materials and links, please contact me and the online course coordinator.

For technical support for this e-Learning in Canvas, please contact the UF Help Desk at:

- Learning-support@ufl.edu
- (352) 392-HELP - select option 2
- <http://helpdesk.ufl.edu/>

Topical Outline/Course Schedule

Week	Date(s)	Topic(s)	Assignments Due	Discussions Due	Readings
Section I: Introduction to Environmental Policy and Enforcement					
1	1/9/2023	History of Environmental Policy and US Government Environmental Health Structure			Chapter 1 and 3
2	1/16/2023	Steps in Environmental Health Policy Making			Chapters 2 and 4
Section II: Environmental Policy					
3	1/23/2023	Air and Water			Chapters 8 and 9
4	1/30/2023	Solid and Hazardous Waste			Chapter 12
5	2/6/2023	Pesticides and Toxic Substances	Group 1 Case Study Brief and Presentation Due: 2/10/2023		Chapter 11
6	2/13/2023	Food Safety	Group 2 Case Study Brief and Presentation Due: 2/17/2023	Case Study Discussion 1 Due 2/17/2023	Chapter 10
7	2/20/2023	Mid-term Exam		Case Study Discussion 2 Due 2/24/2023	None
Section III: Risk Assessment and Management					

Week	Date(s)	Topic(s)	Assignments Due	Discussions Due	Readings
8	2/27/2023	Introduction and Hazard Characterization	Group 3 Case Study Brief and Presentation Due: 3/3/2023		Chapter 19
9	3/6/2023	Exposure and Effects Assessments	Group 4 Case Study Brief and Presentation Due: 3/10/2023	Case Study Discussion 3 Due 3/10/2023	None
10	3/13/2023	Spring Break (No Course Material)			None
11	3/20/2023	Risk Characterization	Group 1 Individual Advocacy Policy Brief and Small Fishbowl Discussion Video Due 3/24/2023	Case Study Discussion 4 Due 3/24/2023	None
12	3/27/2023	Risk Management	Group 2 Individual Advocacy Policy Brief and Small Fishbowl Discussion Video Due 3/31/2023	Fishbowl Class Discussion 1 Due 3/31/2023	None
Section IV: Special Topics in Environmental Policy					
13	4/3/2023	Occupational Safety and Health	Group 3 Individual Advocacy Policy Brief and Small Fishbowl Discussion Video Due 4/7/2023	Fishbowl Class Discussion 2 Due 4/7/2023	Chapter 4 OSHA and NIOSH
14	4/10/2023	Environmental Justice and Ethics	Group 4 Individual Advocacy Policy Brief and Small Fishbowl Discussion Video Due 4/14/2023	Fishbowl Class Discussion 3 Due 4/14/2023	Chapter 18
15	4/17/2023	International Environmental Health Programs and Policy	Group 5 Individual Advocacy Policy Brief and Small Fishbowl Discussion Video Due 4/21/2023	Fishbowl Class Discussion 4 Due 4/21/2023	Chapter 5

Week	Date(s)	Topic(s)	Assignments Due	Discussions Due	Readings
16	4/24/2023	Final Risk Assessment Project Presentations	Risk Assessment Project Presentations due 4/24/2023	Fishbowl Class Discussion 5 Due 4/26/2023	None
17	5/1/2023	Final Exam			None

ACADEMIC REQUIREMENTS AND GRADING

General information

Assignments are to be turned in as a Word document or PowerPoint file as directed, unless otherwise indicated. They will be returned to you with comments. If you have unexpected issues with Canvas, you may email the assignment to the course TA and instructor directly. Assignments are normally intended as individual projects unless otherwise directed. Shared work may be treated as a form of plagiarism. Assignments may be required to be submitted via Turnitin in this course (this will be done automatically in the Canvas Assignment). This tool will pick up any passages in students' work that come from another source. Be sure to adequately cite your sources/references for these assignments to avoid plagiarism (see format below). Also please confirm that your work is not overtly plagiarized, the Turnitin system will give you a report. Some similarity is expected and unavoidable, however if large portions are copied from other sources, this will be as considered plagiarism. Please check your Turnitin report by going back to the assignment and clicking on the colored box icon in the assignment (you want to achieve a blue or green indication) – anything yellow, orange or red should be adjusted and re-submitted BEFORE the assignment deadline. So, it is recommended that you submit EARLY to enable you to utilize this option of resubmission. Resubmissions after the due date may be subject to a late submission penalty. Written assignments will be due at 11:55 PM on the due date. Late submissions will be subject to the late assignment policy below.

The Canvas assignment tool will notify you confirming the submission of your assignment. PLEASE check your UFL email at <http://webmail.ufl.edu> on a regular basis for these and other email notices from the course site. If you do not receive an email confirmation within 2 hours of submission, please return to the site and resubmit your assignment. It is a student's responsibility to verify that they turn in assignments on time and that they turn in the CORRECT assignment attachment. Please take a few moments to open your submitted attachment and verify that you have submitted to correct file.

Policy Brief Assignments (due dates vary - see Canvas)

There will be 1 Policy Brief (100 points, 20% of final grade). For the policy brief you will be assigned an emerging environmental health issue and review the options for developing a new policy or changing an existing policy that addresses the environmental health issue. The Policy brief will be an "advocacy brief". For the advocacy brief you will consider multiple policy options with the requirement that you advocate one policy over another (or others). Detailed instructions and the grading rubric for the policy brief is provided in Canvas.

Case Study Assignment (due week 6)

There will be 1 Case Study Assignment (100 points, 10% of final grade). For this assignment, real-world environmental disaster cases that involved environmental case law are reviewed and summarized both individually and as a group. This assignment is partially individual (written and participation portions) and partially a group project (presentation portion). Your case study group will be assigned in the first week of class. Each group will choose an environmental disaster case from the list provided. Because this is partially a group assignment, each student group must collectively agree on a single environmental disaster case. Environmental disaster topics are chosen on a first come first serve basis and only one group will be allowed to brief and present on a given topic so choose your topic as soon as possible. Once the group has decided on an environmental disaster case, they will send their selection to the instructor for approval. Once a topic is chosen and approved by the instructors, all members of the group must complete both the individual and group components of this assignment using this topic. There are three components of this assignment:

1. Case Study Brief (50 points, 50% of grade): Each INDIVIDUAL student will write a student brief of the environmental disaster, the associated case law, a discussion of the relevant environmental policy highlighted in the case, and the community impacted by the case.
2. Group Presentation (40 points, 40% of grade): Each GROUP will record a brief 5-minute video presentation (with PowerPoint slides) that summarizes the key elements discussed in the student brief. The group will work together to summarize materials from their individual briefs in this component.
3. Discussion Posts (10 points, 10% of grade): Each INDIVIDUAL will post at VIDEO discussion post on at least three other student case study presentations (2.5 points per post). Additionally, each INDIVIDUAL must respond to AT LEAST one discussion post (2.5 points) made about your own presentation (dialogue about these cases is important), however, it is the responsibility of the GROUP to ensure that all discussion posts on your groups video has at least one reply from the GROUP. It is Remember that this portion should be completed by each individual, not as a group, but the group must coordinate to ensure all posts on the groups video have a response.

Detailed instructions and the grading rubric for the Case Study Assignment are provided in Canvas.

Risk Assessment Project (due week 15)

Each student will complete a risk assessment project during the course (200 points, 20% of final grade). Students will be separated into groups and given a specific spill scenario for which they will be expected to develop risk assessment. Each group will be given data about the site including measurements of concentrations, at risk populations, and other details. From this data students will perform a hazard characterization, develop a conceptual frame work, perform an exposure assessment and effects assessment, and characterize the potential risk. During the final week of class each group will present their risk assessment (via recording) and provide recommendations for risk management. Detailed instructions and the grading rubric for the Risk Assessment Assignment are provided in Canvas.

Fish Bowl Discussions (due dates vary-see canvas)

Each student will participate in a small fish bowl discussion (50 points, 5% of final grade) as well as participate as an observer of other fish bowl discussions by providing feedback (50 points, 5% of final grade) for a total of 100 points. In a fish bowl discussion, a small group discusses a given topic, while the rest of the class watches and provides feedback on the processes and outcomes of the small group

Points Earned	1000-930	929-900	899-870	869-830	829-800	799-770	769-730	729-700	699-670	669-630	629-600	Below 600
Letter Grade	A	A-	B+	B	B-	C+	C	C-	D+	D	D-	E

Please be aware that a C- is not an acceptable grade for graduate students. The GPA for graduate students must be 3.0. in all 5000 level courses and above to graduate. A grade of C counts toward a graduate degree only if a sufficient number of credits in courses numbered 5000 or higher have been earned with a B+ or higher.

Passing grades and Grade Points: Credit Earned

Passing Grade	A	A-	B+	B	B-	C+	C	C-	D+	D	D-	E
Grade Points	4.0	3.67	3.33	3.0	2.67	2.33	2.0	1.67	1.33	1.0	0.67	0

For greater detail on the meaning of letter grades and university policies related to them, see the Registrar's Grade Policy regulations at:

<http://catalog.ufl.edu/ugrad/current/regulations/info/grades.aspx>

Late Assignments and Make Up Work

Assignments turned in up to 24 hours late will be discounted **10%** of the grade that they would otherwise receive. Assignments turned in more than 24 hours late will **not** be graded and will contribute zero points toward your final grade, unless arrangements have been made in advance with the instructor or students have an excused absence warranting adjustments to due date. Missed assignments will contribute zero points toward your final grade.

Special Circumstances. In the event of exceptional situations that may interfere with your ability to perform an assignment or meet a deadline, contact the instructor as soon in advance of the deadline as possible. Such special cases will be dealt on an individual basis, provided that you have sufficient documentation.

Please note: Any requests for make-ups due to technical issues **MUST** be accompanied by the UF Computing help desk (<http://helpdesk.ufl.edu/>) correspondence. You **MUST** e-mail me within 24 hours of the technical difficulty if you wish to request a make-up.

Policy Related to Required Class Attendance

All faculty are bound by the UF policy for excused absences. For information regarding the UF Attendance Policy see the Registrar website for additional details:

<https://catalog.ufl.edu/ugrad/current/regulations/info/attendance.aspx>

STUDENT EXPECTATIONS, ROLES, AND OPPORTUNITIES FOR INPUT

Expectations Regarding Course Behavior

You are expected to maintain a civil tone and respect the opinions of other posters. While commenting on others' posts is encouraged, aggressive or patronizing tone and language are unacceptable and may result in the loss of your posting and discussion privileges.

Communication Guidelines

It is preferred that you contact the professor by email using the "Inbox" in Canvas for clarification and assistance with the course material and the assignments, and for special issues that may arise. Weekday daytime (US Eastern Time) emails have the best chances of being answered quickly.

Academic Integrity

Students are expected to act in accordance with the University of Florida policy on academic integrity. As a student at the University of Florida, you have committed yourself to uphold the Honor Code, which includes the following pledge:

"We, the members of the University of Florida community, pledge to hold ourselves and our peers to the highest standards of honesty and integrity."

You are expected to exhibit behavior consistent with this commitment to the UF academic community, and on all work submitted for credit at the University of Florida, the following pledge is either required or implied:

"On my honor, I have neither given nor received unauthorized aid in doing this assignment."

It is your individual responsibility to know and comply with all university policies and procedures regarding academic integrity and the Student Honor Code. Violations of the Honor Code at the University of Florida will not be tolerated. Violations will be reported to the Dean of Students Office for consideration of disciplinary action. For additional information regarding Academic Integrity, please see Student Conduct and Honor Code or the Graduate Student Website for additional details:

<https://www.dso.ufl.edu/sccr/process/student-conduct-honor-code/>

<http://gradschool.ufl.edu/students/introduction.html>

Please remember cheating, lying, misrepresentation, or plagiarism in any form is unacceptable and inexcusable behavior.

Online Faculty Course Evaluation Process

Students are expected to provide professional and respectful feedback on the quality of instruction in this course by completing course evaluations online via GatorEvals. Guidance on how to give feedback in a professional and respectful manner is available at <https://gatorevals.aa.ufl.edu/students/>. Students will be notified when the evaluation period opens, and can complete evaluations through the email they receive from GatorEvals, in their Canvas course menu under GatorEvals, or via <https://ufl.bluera.com/ufl/>. Summaries of course evaluation results are available to students at <https://gatorevals.aa.ufl.edu/public-results/>.

Online Synchronous Sessions

Our class sessions may be audio visually recorded for students in the class to refer back and for enrolled students who are unable to attend live. Students who participate with their camera engaged or utilize a profile image are agreeing to have their video or image recorded. If you are unwilling to consent to have your profile or video image recorded, be sure to keep your camera off

and do not use a profile image. Likewise, students who un-mute during class and participate orally are agreeing to have their voices recorded. If you are not willing to consent to have your voice recorded during class, you will need to keep your mute button activated and communicate exclusively using the "chat" feature, which allows students to type questions and comments live. The chat will not be recorded or shared.

However, it's important to note that this course requires live presentations and discussions during online synchronous sessions. To successfully complete these assessments participation via video and audio will be required. Therefore, if you do not agree to participate with video and audio you will be unable to complete these assignments and will not meet the requirements to complete this course.

As in all courses, unauthorized recording and unauthorized sharing of recorded materials is prohibited. All recordings made by the instructor will only be hosted on secure servers at the University of Florida and only available to the instructor, teaching assistant, and students enrolled in this course.

Policy Related to Guests Attending Class

Only registered students are permitted to attend class. However, we recognize that students who are caretakers may face occasional unexpected challenges creating attendance barriers. Therefore, by exception, a department chair or his or her designee (e.g., instructors) may grant a student permission to bring a guest(s) for a total of two class sessions per semester. This is two sessions total across all courses. No further extensions will be granted. Please note that guests are not permitted to attend either cadaver or wet labs. Students are responsible for course material regardless of attendance. For additional information, please review the Classroom Guests of Students policy in its entirety. Link to full policy: <http://facstaff.php.ufl.edu/services/resourceguide/getstarted.htm>

Professionalism and COVID

As students pursuing a path in the health professions or public health, it is crucial to demonstrate professional behaviors that reflect integrity and commitment to the health of patients, fellow health professionals, and to populations we serve. To accomplish this, a strong responsibility for the well-being of others must be evident in our decisions, along with accountability for our actions. Professionalism in the health disciplines requires adherence to high standards of conduct that begin long before graduation. This is particularly true during times of health emergencies such as the COVID pandemic, given our professional habits can have a direct impact upon the health of persons entrusted to us.

If you are not vaccinated, get vaccinated. Vaccines are readily available at no cost and have been demonstrated to be safe and effective against the COVID-19 virus. Visit this link for details on where to get your shot, including options that do not require an appointment: <https://coronavirus.uflhealth.org/vaccinations/vaccine-availability/>. Students who receive the first dose of the vaccine somewhere off-campus and/or outside of Gainesville can still receive their second dose on campus.

In response to COVID-19, the following professional practices are in place to maintain your learning environment, to enhance the safety of our in-classroom interactions, and to protect the health and safety of ourselves, our patients, our neighbors, and our loved ones.

- You are required to wear approved face coverings at all times while in Health Science Center classrooms and within Health Science Center buildings even if you are vaccinated.
- If you are sick, stay home and self-quarantine. Please visit the UF Health Screen, Test & Protect website about next steps, retake the questionnaire and schedule your test for no sooner than 24 hours after your symptoms began. Please call your primary care provider if you are ill and need immediate care or the UF Student Health Care Center at 352-392-1161 (or email covid@shcc.ufl.edu) to be evaluated for testing and to receive further instructions about returning to campus. UF Health Screen, Test & Protect offers guidance when you are sick, have been exposed to someone who has tested positive or have tested positive yourself. Visit the UF Health Screen, Test & Protect website for more information.
- Continue to follow healthy habits, including best practices like frequent hand washing.
- Avoid crowded places (including gatherings/parties with more than 10 people)

Sanitizing supplies are available in the classroom if you wish to wipe down your desks prior to sitting down and at the end of the class. Hand sanitizing stations will be located in every classroom.

Course materials will be provided to you with an excused absence, and you will be given a reasonable amount of time to make up work. If you are withheld from campus by the Department of Health through Screen, Test & Protect you are not permitted to use any on campus facilities. Students attempting to attend campus activities when withheld from campus will be referred to the Dean of Students Office.

Continue to regularly visit coronavirus.UFHealth.org and coronavirus.ufl.edu for up-to-date information about COVID-19 and vaccination.

COVID-19 SYMPTOMS

See <https://www.cdc.gov/coronavirus/2019-ncov/symptoms-testing/symptoms.html> for information about COVID-19 symptoms, which may include fever, cough, shortness of breath or difficulty breathing, fatigue, chills, muscle or body aches, headache, sore throat, congestion or runny nose, nausea or vomiting, diarrhea, and loss of taste or smell.

Recording in the classroom

Students are allowed to record video or audio of class lectures. However, the purposes for which these recordings may be used are strictly controlled. The only allowable purposes are (1) for personal educational use, (2) in connection with a complaint to the university, or (3) as evidence in, or in preparation for, a criminal or civil proceeding. All other purposes are prohibited. Specifically, students may not publish recorded lectures without the written consent of the instructor.

A “class lecture” is an educational presentation intended to inform or teach enrolled students about a particular subject, including any instructor-led discussions that form part of the presentation, and delivered by any instructor hired or appointed by the University, or by a guest instructor, as part of a University of Florida course. A class lecture does not include lab sessions, student presentations, clinical presentations such as patient history, academic exercises involving solely student participation, assessments (quizzes, tests, exams), field trips, private conversations between students in the class or between a student and the faculty or lecturer during a class session.

Publication without permission of the instructor is prohibited. To “publish” means to share, transmit, circulate, distribute, or provide access to a recording, regardless of format or medium, to another

person (or persons), including but not limited to another student within the same class section. Additionally, a recording, or transcript of a recording, is considered published if it is posted on or uploaded to, in whole or in part, any media platform, including but not limited to social media, book, magazine, newspaper, leaflet, or third party note/tutoring services. A student who publishes a recording without written consent may be subject to a civil cause of action instituted by a person injured by the publication and/or discipline under UF Regulation 4.040 Student Honor Code and Student Conduct Code.

SUPPORT SERVICES

Accommodations for Students with Disabilities

If you require classroom accommodation because of a disability, it is strongly recommended you register with the Dean of Students Office <http://www.dso.ufl.edu> within the first week of class or as soon as you believe you might be eligible for accommodations. The Dean of Students Office will provide documentation of accommodations to you, which you must then give to me as the instructor of the course to receive accommodations. Please do this as soon as possible after you receive the letter. Students with disabilities should follow this procedure as early as possible in the semester. The College is committed to providing reasonable accommodations to assist students in their coursework.

Counseling and Student Health

Students sometimes experience stress from academic expectations and/or personal and interpersonal issues that may interfere with their academic performance. If you find yourself facing issues that have the potential to or are already negatively affecting your coursework, you are encouraged to talk with an instructor and/or seek help through University resources available to you.

- The **Counseling and Wellness Center** 352-392-1575 offers a variety of support services such as psychological assessment and intervention and assistance for math and test anxiety. Visit their web site for more information: <http://www.counseling.ufl.edu>. On line and in person assistance is available.
- **U Matter We Care** website: <http://www.umatter.ufl.edu/>. If you are feeling overwhelmed or stressed, you can reach out for help through the You Matter We Care website, which is staffed by Dean of Students and Counseling Center personnel.
- The **Student Health Care Center** at Shands is a satellite clinic of the main Student Health Care Center located on Fletcher Drive on campus. Student Health at Shands offers a variety of clinical services. The clinic is located on the second floor of the Dental Tower in the Health Science Center. For more information, contact the clinic at 392-0627 or check out the web site at: <https://shcc.ufl.edu/>
- Crisis intervention is always available 24/7 from: Alachua County Crisis Center: (352) 264-6789 <http://www.alachuacounty.us/DEPTS/CSS/CRISISCENTER/Pages/CrisisCenter.aspx>
- **University Police Department:** [Visit UF Police Department website](#) or call 352-392-1111 (or 9-1-1 for emergencies).

- **UF Health Shands Emergency Room / Trauma Center:** For immediate medical care call 352-733-0111 or go to the emergency room at 1515 SW Archer Road, Gainesville, FL 32608; [Visit the UF Health Emergency Room and Trauma Center website.](#)

Do not wait until you reach a crisis to come in and talk with us. We have helped many students through stressful situations impacting their academic performance. You are not alone so do not be afraid to ask for assistance.

Inclusive Learning Environment

Public health and health professions are based on the belief in human dignity and on respect for the individual. As we share our personal beliefs inside or outside of the classroom, it is always with the understanding that we value and respect diversity of background, experience, and opinion, where every individual feels valued. We believe in, and promote, openness and tolerance of differences in ethnicity and culture, and we respect differing personal, spiritual, religious and political values. We further believe that celebrating such diversity enriches the quality of the educational experiences we provide our students and enhances our own personal and professional relationships. We embrace The University of Florida's Non-Discrimination Policy, which reads, "The University shall actively promote equal opportunity policies and practices conforming to laws against discrimination. The University is committed to non-discrimination with respect to race, creed, color, religion, age, disability, sex, sexual orientation, gender identity and expression, marital status, national origin, political opinions or affiliations, genetic information and veteran status as protected under the Vietnam Era Veterans' Readjustment Assistance Act." If you have questions or concerns about your rights and responsibilities for inclusive learning environment, please see your instructor or refer to the Office of Multicultural & Diversity Affairs website: www.multicultural.ufl.edu