



# Paramedic Education

230 McKee Place – Suite 500 – Pittsburgh, PA 15213  
412-647-5300 – [www.centerem.org](http://www.centerem.org)

The Center for Emergency Medicine has been offering Paramedic education for over 30 years. During that time, our program has undergone changes from curriculum to faculty. One constant has remained the ability to educate competent entry-level paramedics who are able to meet the needs of the ever-changing field of prehospital care.

The faculty of the Center for Emergency Medicine consists of experienced educators, prehospital providers, registered nurses, and emergency physicians. We have developed the Center's Paramedic education program to equip students with the knowledge, skills, and values necessary to develop as medical professionals. Throughout the program, students receive instruction in the art and science of emergency medicine through lecture, lab, and clinical education in hospital and field settings. The curriculum involves students in these components of education concurrently. This enables paramedic students to master theory and practical application quickly.

The Center's Paramedic Education program is designed to provide students with the knowledge and skills needed to provide high quality emergency medical care. Paramedic Education at the Center has received national recognition for its innovative, comprehensive, and well-rounded approach to the education of professionals in out-of-hospital medicine. The Center for Emergency Medicine's Paramedic Program is accredited by the Commission on Accreditation of Allied Health Education Programs and by the Commonwealth of Pennsylvania, Department of Health.

## DIPLOMA IN EMERGENCY MEDICINE

The Center for Emergency Medicine offers a paramedic diploma program designed to prepare paramedics for entry-level positions in urban, suburban, and rural Emergency Medical Services throughout the country. The diploma program is offered in a part-time format. This program requires the student to complete clinical and field rotations on non-class days.

The Center for Emergency Medicine was the first facility in the country to use the 1998 Paramedic: National Standard Curriculum. This is the most comprehensive curricula in the history of EMS and was developed by the Center for Emergency Medicine to prepare advanced level providers for the new millennium. In 2012 the Center adopted the National Education Standards for EMS Education. The Center's course of study meets or exceeds all the minimum national and Commonwealth of Pennsylvania training requirements. Upon graduation from the program, the students will be eligible to take the National Registry of Emergency Medical Technicians Paramedic Examination.

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## DIDACTIC AND PRACTICAL EDUCATION

The course of instruction consists of four phases of education: didactic, laboratory, clinical/field and summative field internship. The Center's program consists of 520 hours of didactic and lab education and 544 hours of clinical and field education. The didactic material provides the foundation for understanding the purpose and objectives of clinical treatments. We believe that this is the distinction between the professional and the technician. This philosophy provides the rationale for the development of a comprehensive classroom curriculum.

Laboratory training provides a safe and effective opportunity for students to develop psychomotor skills and apply concepts to clinical decision-making. The Center maintains an extensive array of training manikins, models, and equipment specifically for practice of the psychomotor skills of patient care. The Center also takes advantage of the latest technology for educational purposes. We maintain a state-of-the-art computer laboratory with the latest educational software and Internet access.

## FACILITIES

The Center for Emergency Medicine has specially designed classroom facilities for the Paramedic Program. The classroom space was built to permit maximum educational flexibility and versatility. Eight rooms are available for lectures, practical exercises, skills practice, and scenario training. These 'breakout rooms' are furnished with the most advanced medical equipment available. With these resources readily accessible, the student receives both didactic instruction and considerable hands-on practice.

The Center also has a student computer lab and an extensive array of computer-aided instructional programs.

## PARAMEDIC PROGRAM

In an effort to meet the needs of the diverse population of EMS providers, the Center reestablished a less than full time paramedic program in 2007. This program allows the student to complete their education over 44 weeks. This is an intensive hands-on program that requires a significant commitment from the student. The program meets at UPMC St. Margaret for the didactic classes on Tuesday and Thursday evenings from 6pm – 10pm. Students report to the Oakland campus for practical skills development on Wednesday evenings. This program includes several web-based activities. **Students will also meet one Friday (8am – 5pm) a month for 8 hours in September through December.** Students are expected to complete clinical and field rotations on non-class days.

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## TYPICAL PLAN OF STUDIES

### BLOCK 1 – DIDACTIC

Foundations of Emergency Care (4 clock hours per week)  
Pathophysiology (4 clock hours per week)

### BLOCK 1& 2 – PRACTICAL

Medicine Administration (2 clock hours per week)  
Physical Exam Lab (2 clock hours per week)

### BLOCK 2 – DIDACTIC

Intro to Physical Assessment (4 clock hours per week)  
Cardiology and Respiratory (4 clock hours per week)

### BLOCK 3 – DIDACTIC

Pharmacology (4 clock hours per week)  
Adult Medical Emergencies (4 clock hours per week)

### BLOCK 3 & 4 – PRACTICAL

Cardiology Lab (2 clock hours per week)  
Assessment Based Management (2 clock hours per week)

### BLOCK 4 – DIDACTIC

OB/GYN, Newborn, & Pediatric Care (4 clock hours per week)  
EMS Operations (4 clock hours per week)

\*Schedule subject to change

## SPECIALTY CERTIFICATIONS

As part of the curriculum design, the didactic and practical experiences allow the students to acquire the knowledge and skills necessary to obtain certification/successful course completion in the following specialty courses:

- Cardiopulmonary Resuscitation (CPR)
- Prehospital Trauma Life Support (PHTLS)
- Pediatric Advanced Life Support (PALS)
- Principles of Ethics and Personal Leadership (PEPL)
- Advanced Cardiac Life Support (ACLS)
- Advanced Medical Life Support (AMLS)
- EMS Safety

## CLINICAL EDUCATION

Clinical and field training provide an opportunity to develop and apply clinical knowledge and skills to the actual treatment of emergency patients. Students are required to average 16 clinical and field hours per week. As students are instructed in the theoretical practice of emergency medicine, they participate in various supervised clinical experiences. These experiences are designed to refine the skills involved in patient care. During clinical and field training, students have an opportunity to rotate through some of the nation's most respected emergency medical services and health care facilities. While in training, each student completes in-hospital clinical experience in the following areas:

- Emergency Department
- Critical Care (Coronary Care Unit, Trauma ICU, SICU, Cardiac Cath Lab, etc.)
- Burn Care
- Anesthesia Department
- Psychiatric Emergency Department
- Intravenous Team
- Pediatrics
- Obstetrics/Gynecology (Labor Suite, Delivery Room, Newborn Nursery, etc.)
- Trauma Team

- Respiratory Care
- Communications Center

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## FIELD ROTATIONS

At the successful completion of the didactic and clinical courses, students are required to complete a 80-hour Summative Field Evaluation. This summative evaluation provides students the opportunity to serve as a team leader and to demonstrate their knowledge and skills in the role of an entry level paramedic.

As part of the program, students' complete field clinical course work with a number of excellent emergency medical services agencies in the metropolitan Pittsburgh area including the City of Pittsburgh Department of Public Safety, Bureau of EMS, and STAT MedEvac. The field and clinical training enables students to apply their knowledge and clinical skills in the out-of-hospital environment. Each student is assigned an experienced paramedic who will serve as a preceptor and mentor during each term.

## ACCREDITATION

The Center for Emergency Medicine of Western Pennsylvania, Inc is accredited by the Commission on Accreditation of Allied Health Education Programs ([www.caahep.org](http://www.caahep.org)) upon the recommendation of the Committee on Accreditation of Educational Program for Emergency Medical Services Professions (CoAEMSP).

Commission on Accreditation of Allied Health Education Programs  
727-210-2350  
[www.caahep.org](http://www.caahep.org)

To contact CoAEMSP:  
214-703-8845  
[www.coaemsp.org](http://www.coaemsp.org)

## BACHELOR OF SCIENCE DEGREE IN EMERGENCY MEDICINE

The Center for Emergency Medicine and the University of Pittsburgh School of Health and Rehabilitation Sciences offers a Bachelor of Science Degree in Emergency Medicine. This program is designed to prepare leaders for emergency medical services throughout the country. Students who complete any of the Center for Emergency Medicine's diploma programs can apply their education toward a bachelor's degree at any time in the future.

Students interested in pursuing their paramedic certification as part of a bachelor's degree are encouraged to contact the University of Pittsburgh at 412-647-4547 or <http://www.shrs.pitt.edu/EM/> for more information.

### **Walt Alan Stoy, PhD, EMT-P, CCEMT-P, Director Emeritus**

Walt Alan Stoy, PhD, EMT-P, CCEMT-P is Professor and Director of Emergency Medicine at the School of Health and Rehabilitation Sciences at the University of Pittsburgh and the Director of Educational and International Emergency Medicine at the Center for Emergency Medicine. Dr. Stoy has a proven track record for national project design, development, implementation, and evaluation. Dr. Stoy has served as the Project Director of the 1998 EMT- Intermediate & Paramedic: National Standard Curricula Revision Project. He was the Principal Investigator for National Guidelines for the First Aid Training Curriculum. He has served as Principal Investigator to the 1994 EMT- Basic: National Standard Curriculum and Project Director to the 1995 First Responder: National Standard Curriculum. His revision to and adoption by the U.S. Department of Transportation, National Highway Traffic Safety Administration of these curricula are internationally recognized.

Dr. Stoy is internationally renowned for his efforts in EMS and is recognized by his peers and colleagues as a groundbreaker and national leader in the field of EMS education. He has shared his views of EMS education in all areas of EMS to the National Association of State EMS Directors, the National Association of EMTs, the National Association of EMS Physicians, the National Association of EMS Educators, and the National Council of State EMS Training Coordinators. He has over 25 years of experience in EMS. He was awarded his Doctorate of Philosophy in Education from the University of Pittsburgh, School of Education in instruction and learning with a concentration in instructional design technology. Dr. Stoy served as the founding President of the National Association of EMS Educators.

### **Owen T. Traynor, MD, Program Medical Director**

Dr. Owen T. Traynor has over 40 years of experience in EMS. His field experience includes an eight-year stint as a paramedic in Harlem, NYC, and as a firefighter/paramedic for a volunteer fire service on Long Island. Dr. Traynor is a well-known EMS educator and has written several emergency medicine and EMS publications. He graduated from the University of Vermont College of Medicine in 1993. He completed his residency in emergency medicine and an EMS Fellowship at the University of Pittsburgh. Dr. Traynor works as an attending emergency physician at St. Clair Memorial Hospital. He was recently completed a 6-year term on the panel of commissioners for the Commission on Accreditation of Ambulance Services. Dr. Traynor is the EMS medical director for several EMS agencies in the Pittsburgh area.

### **Nicole M. Cecchini, BS, NRP, Paramedic Education Program Director**

As the Program Director for the Paramedic program, she oversees all aspects of paramedic education. Prior to becoming Program Director Mrs. Cecchini spent eight years as the Clinical Coordinator for the Paramedic program. Mrs. Cecchini is also Instructor in the Department of Rehabilitation Science Technology and Paramedic Education Program Director for the Emergency Medicine Paramedic Program, in the School of Health and Rehabilitation Sciences at the University of Pittsburgh. In addition to her responsibilities at the Center, she is also a state evaluator for both BLS and ALS certification practical exams. Mrs. Cecchini has a bachelor's degree in Emergency Medicine from the University of Pittsburgh.

Outside of EMS, she is a member of the Latrobe Business and Professional Women's Club where she is a

former executive board member and serves on several committees. She also participates in the Westmoreland County Fair as a Superintendent through the local 4-H. She is a member of The Visionaries, a group for young professionals working to make Westmoreland Community a better place, by encouraging other young professionals to participate in philanthropy.

#### **Thomas E. Platt, EdD, NRP, Administrative Director of Office of Education**

Thomas E. Platt, EdD, NREMT-P, is a faculty member in the Office of Education at the Center for Emergency Medicine. Dr. Platt is also Associate Professor and Vice Chair of the Department of Rehabilitation Science Technology and Director of the Emergency Medicine Program in the School of Health and Rehabilitation Sciences at the University of Pittsburgh, School of Health and Rehabilitation Sciences. Dr. Platt became a paramedic in 1983 and was recognized by the National Registry of EMTs for his continuous years as a Nationally Registered Paramedic. Dr. Platt has a proven track record as an EMS provider, educator, and administrator.

In his role at the Center for Emergency Medicine, Dr. Platt served as the Program Director for the Paramedic Training Program for 20 years. In his new role he provides mentoring to the new Program Director and serves as a guest lecturer.

Dr. Platt has worked on numerous local, regional, state, national and international health care efforts. Most recently he served as the Associate Executive Director of the HMC/UPMC Partnership. This initiative was designed to improve emergency services in the State of Qatar at Hamad Medical Corporation. He has conducted EMS Education programs in Iceland, the United Kingdom, Saudi Arabia and Qatar. Dr. Platt served on the revision of the EMT-Basic National Standard Curriculum Project, served as Co-Principal Investigator for the First Responder National Standard Curriculum Project and as an author for the revision of the EMT-Intermediate and Paramedic National Standard Curricula.

He is currently an active volunteer with the Committee on Accreditation of Educational Programs for the EMS Profession serving as a member of Review Team Delta, a reader of self-studies and a site visitor and team captain. In addition to his work with CoAEMSP, Dr. Platt is on the Board of Directors of the National Registry of EMTs, serving on the Standards and Exam, International and Appeals Committees.

Outside of EMS, Dr. Platt is a volunteer for USA Hockey, serving as a Coaching Education Program Instructor for the MidAm District. He has assisted in the initial education of over 3,000 USA Hockey Level 1 Coaches. Platt has served as a volunteer coach and is also a USA Hockey referee.

Dr. Platt earned his doctoral degree in Instructional Design and Technology from the University of Pittsburgh, School of Education, Department of Instruction and Learning. Prior to completing his doctoral work, Dr. Platt completed a Master of Education Degree in Adult Education from The Pennsylvania State University and a Bachelor of Arts Degree in Public Administration from The University of Pittsburgh.

#### **N. Alex Cutsumbis, BS, NRP, Medical Education Coordinator**

As a Medical Education Coordinator, Mr. Cutsumbis teaches several classes in the Center for Emergency Medicine and University of Pittsburgh Paramedic programs. He is currently working on new and exciting educational ventures for the Center for Emergency Medicine. He previously has been the Education Coordinator for the Center for Emergency Medicine, where he was responsible for EMT classes, NAEMT Educational offerings, and equipment maintenance.

He earned a bachelor's Degree in Emergency Medicine from the University of Pittsburgh and is a graduate of the Center for Emergency Medicine's paramedic program. Prior to entering EMS as a career Mr. Cutsumbis held various jobs in the IT field, this technology experience combined with EMS and education has provided a strong background in healthcare simulation.

**Sarah Potts, BS, NRP, Clinical Coordinator**

As the Clinical Coordinator, Sarah is primarily responsible for the clinical aspects of the Center for Emergency Medicine and University of Pittsburgh Paramedic programs. She maintains the relationships between hospital, field, and other clinical sites and the Center for Emergency Medicine in addition to scheduling students and ensuring that they are getting the most out of their clinical education. Sarah is also the lab coordinator of the Center for Emergency Medicine Paramedic lab sessions.

As EMT Program Coordinator, Sarah teaches, coordinates, and manages all the EMT programming for both the University of Pittsburgh and the Center for Emergency Medicine. She is a lead lecturer and lab coordinator for all EMT classes. She also coordinates, teaches, and manages other courses, including EVOC. Sarah earned her bachelor's Degree in Emergency Medicine from the University of Pittsburgh in 2012. She has been a Nationally Registered Paramedic for 8 years. In that time, she has gained experience as a street medic, EMS supervisor, Patient Care Technician in an Emergency Department, and even a consultant for a start-up patient care documentation company. This unique combination of experience has only added to her passion for EMS and particularly, EMS education.

**John Pierce, MBA, NRP, Associate Director of Office of Education**

John Pierce, MBA, NREMT-P serves as Instructor, Department of Emergency Medicine, School of Health and Rehabilitation Science at the University of Pittsburgh and as Coordinator of Medical Education at the Center for Emergency Medicine of Western Pennsylvania.

John received his MBA in 2011 from the University of Phoenix having five years professional experience as an EMS manager and administrator in industry. John has been providing pre-hospital patient care for 25 years, 20 of which at the Advanced Life Support level. He has served in various capacities as instructor and educator delivering AHA, ASHI, VFIS, University of Miami Miller School of Medicine ASLS and DOT EMS curriculums.

John is active as an advocate of EMS at the local, state, and federal levels with a focus on leadership and management education and development.

**S. Robert Seitz, MEd, RN, NRP, Program Faculty**

S. Robert Seitz, M.Ed., RN, NRP is an Assistant Professor for the Emergency Medicine Program at the University of Pittsburgh and faculty with the Center for Emergency Medicine of Western Pennsylvania, Inc. In addition to faculty didactic responsibilities within the undergraduate degree, paramedic and continuing education programs, his role includes direct oversight of educational and clinical research. Mr. Seitz received his undergraduate degree from the University of Pittsburgh and a Master's degree in Adult Education from Pennsylvania State University.

In addition to functioning more than 25 years as an air medical crew member, Mr. Seitz has served in the role of Executive Director for a community based EMS service and Co-Principal Investigator and Coordinator for numerous IRB approved studies including the CDC-NIOSH National Personal Protective Technology Laboratory. He has also served as author, editor and medical reviewer for multiple journals and textbooks including International Trauma Life Support, American Red Cross Scientific Advisory

Council, the US Army Medical Research and Materiel Command (USAMRMC); Scientific Peer Advisory and Review Services division of the American Institute of Biological Sciences (AIBS) and as the JEMS Continuing Education Editor. His broad EMS and healthcare experience provides a solid and extensive foundation to education, clinical, administrative and research practices in EMS.

Mr. Seitz currently serves on the International Trauma Life Support, Inc. Editorial Board, the American Red Cross Scientific Advisory Council First Aid Sub Council and the International Journal of First Aid Education Editorial Board. For more details, please review his curriculum vitae.

## ADMISSION REQUIREMENTS

General requirements for students interested in applying for admission include completion of the entire application and completion of all pre-screening requirements. Any student failing to submit required pre-screening or clearance requirements within four weeks from the start of the program will be subject to dismissal from the program. The Center for Emergency Medicine is a unit of UPMC, students are required to adhere to all policies regarding the flu shot. Students will need to obtain a flu and provide documentation to the program no later than November 1<sup>st</sup> each year. In the event a student has a religious or medical reason not to obtain the flu shot, documentation needs to be provided no later than October 1<sup>st</sup> each year.

## ADVANCED STANDING/TRANSFER CREDITS

It is the policy of the Center for Emergency Medicine to evaluate requests for academic and clinical credit on an individual basis and grant credit accordingly. Please see your advisor for the appropriate paperwork.

Credit by examination refers to credits earned by passing an examination administered by the Center, in the absence of registering for the course. A particular course cannot be taken by a student as credit by examination if that student has previously taken the same course. Students must apply for credit by examination and take the examination early in the term. If a student fails the credit by course examination, he/she will be required to register for the course. A particular credit by course examination may only be taken once.

## COLLEGE CREDIT

College credit is available for all Center for Emergency Medicine EMS courses. Students interested in earning college credit should contact the University of Pittsburgh - Office of Admissions for admission requirements. They can be reached at 412.647.4547 and [www.pitt.edu/admissions](http://www.pitt.edu/admissions).



## TUITION/FEES

Tuition for the full-time program is based on residency. The cost of the entire nine-month program is:

In Region Residents <sup>1</sup>	\$6,900
In State Residents	\$9,000
Out of State Residents	\$15,400

Uniforms, fee for CertifiedBackground.com, housing, books, transportation, food, health insurance, and parking during the course are the financial responsibility of the student. Residency is determined by the student's permanent address 6 months prior to the start of the program. Tuition for this class includes instruction, use of Center facilities, disposable training equipment, and other services/equipment provided by the Center.

Tuition is subject to change.

<sup>1</sup> The EMSI Region consists of Allegheny, Armstrong, Beaver, Butler, Cameron, Clearfield, Elk, Fayette, Greene, Indiana, Jefferson, Lawrence, McKean, Potter, Washington, and Westmoreland counties.

## FINANCIAL ASSISTANCE

The Paramedic Education Program at the Center for Emergency Medicine is accredited by the Commission on Accreditation of Allied Health Education Programs (CAAHEP). This programmatic accreditation does not permit the Center for Emergency Medicine to participate in Title IV funding (no FAFSA).

The Center's Paramedic Program is eligible for Veterans Administration Educational Benefits. The Veterans Administration makes the final determination of eligibility for funding. Students are responsible for the entire tuition balance regardless of any financial aid received.

No other financial aid is available through the Center.

## HOUSING

The Center for Emergency Medicine is located in Oakland, PA, a neighborhood of Pittsburgh. The Oakland neighborhood of Pittsburgh is a thriving commercial and residential area. Art museums, history centers, prestigious universities, grand architecture, quaint coffee shops, international cuisine, arcades, art cinemas, live entertainment, and two main thoroughfares all describe the hustle and bustle that is Oakland. In short, Oakland is the cultural, medical, educational, spiritual, and technological center of Pittsburgh, boasting many world-renowned institutions and attractions. Many Oakland residents are students at the University of Pittsburgh, Carnegie Mellon University, or Carlow University, creating a diverse student/residential body that is comprised of individuals from at least 90 nations. Numerous off-campus apartments are located within close proximity to the Center for Emergency Medicine. Please contact us for more extensive housing information.

## APPLICATION PROCESS

*APPLICATIONS ARE NOW BEING ACCEPTED FOR THE CLASS OF 2023!*

*APPLICATION DEADLINE IS JUNE 1, 2022.*

Since admission to the Center for Emergency Medicine Paramedic Program is competitive, seats are limited. We highly suggest that you apply early. To be eligible for enrollment in the Center for Emergency Medicine's Paramedic Program, the applicant must be:

- 18 years of age or older
- A High School graduate (or equivalent)
- Currently certified as an EMT in the Commonwealth of Pennsylvania or a Nationally Registered EMT<sup>1</sup>
- Capable of all duties and requirements as described on the *Functional Job Description of the Paramedic*<sup>2</sup>

To apply to the program, the candidate must submit a **completed** application. A completed application will include:

- Official High school and/or college transcripts. If applicants have earned more than an equivalent of 60 college credits, a high school transcript is not necessary.
- Two **sealed** letters of evaluation on the recommendation forms
- Copy of current EMT certification and CPR certification.<sup>1</sup>

Students are admitted to the program based on their academic history, personal statement, two letters of evaluation, and a phone interview conducted by faculty from the Center after **all application material has been received**.

After you have been formally accepted by the Center, you will be contacted by mail as to your acceptance into the training program. If you are accepted, a \$300.00 deposit will be required to hold your seat in class. This deposit will be put toward your tuition and is non-refundable. **You are required to be certified as an EMT (Pennsylvania required) and have a physical exam (including blood work) completed to start the program.** If you are not accepted into the program, a letter of explanation will be sent. Most applicants will be given the opportunity to resubmit an application for acceptance into a future paramedic-training program.

**Students with EMT certification from other states must apply for Pennsylvania certification.** The reciprocity process typically takes 6-8 weeks to complete. Depending on the origin of the student's certification, it may be necessary for students to take a state-administered written and/or practical exam. **Out-of-state students should contact: Emergency Medical Services Institute (412) 242-7322 immediately upon being admitted to the Center.**

<sup>1</sup>If you are currently in an EMT Program, you can still submit your application and write "pending" where the application asks for your EMT Certification number. Prehospital experience is strongly recommended but not required

<sup>2</sup>In accordance with the State of Pennsylvania EMS training guidelines, the student must possess the sensory acuity and the physical ability to perform all of the diagnostic, therapeutic, and communication functions of a paramedic. Please contact the Center for a *Functional Job Description of the Paramedic* and a detailed list of the sensory and physical requirements for the Paramedic program.

## INTERNATIONAL STUDENTS

*APPLICATION DEADLINE is April 1, 2022.*

International students are welcome in all Center for Emergency Medicine programs. If you are not a citizen or permanent resident of the United States, you must complete a *Supplemental Application for International Students*, which includes a *Financial Support Statement*, for admission to the Center for Emergency Medicine. Your I-20 form will be processed accordingly. **THERE WILL BE A \$250.00 APPLICATION FEE FOR ALL I-20'S PROCESSED (\$200.00 APPLICATION FEE AND A \$50.00 ADMINISTRATIVE FEE).**

## ACADEMIC CALENDAR – PARAMEDIC PROGRAM

### PROGRAM CALENDAR

Orientation – August 23, 24, and 25, 2022 (tentative)  
First Day of Class – August 30, 2022 (tentative)  
Summative Field Evaluation – TBD  
Comprehensive Final Weekend – TBD  
State/National Testing – TBD  
Recognition Day – TBD

## NON-DISCRIMINATION POLICY

The Center for Emergency Medicine, as a health care provider, educational institution, and as an employer, values equality of opportunity, human dignity, and racial/ethnic and cultural diversity. Accordingly, the Center prohibits and will not engage in discrimination or harassment on the basis of race, color, religion, national origin, ancestry, gender, genetics, sexual orientation, gender identity, gender expression, age, marital status, familial status, disability, or status as a disabled veteran or any other legally protected status.