



UNIVERSITY POLICY

RUTGERS POLICY

Section: ~~60.1.8~~

Section Title: ~~Universitywide HR Policies & Procedures~~

Policy Name: ~~Equal Employment Opportunity and Affirmative Action~~

Formerly Book: ~~6.4.8~~

Approval Authority: ~~Board of Governors~~

Responsible Executive: ~~Senior Vice President for Administration~~

Responsible Office: ~~University Human Resources~~

Originally Issued: ~~11/1972~~

Revisions: ~~1/1974; 9/1974; 1/1978; 11/1981; 7/2008; 12/9/2010; 7/1/2013 (Update Approval Authority); 10/10/2013 (Updated title)~~

Errors of changes? ~~Contact: policies@hr.rutgers.edu~~

<u>Policy Name:</u>	<u>Equal Employment Opportunity and Affirmative Action</u>				
<u>Section #:</u>	<u>60.1.8</u>	<u>Section Title:</u>	<u>Human Resources: Universitywide Human Resources Policies & Procedures</u>	<u>Formerly Book:</u>	<u>6.4.8</u>
<u>Approval Authority:</u>	<u>Board of Governors</u>		<u>Adopted:</u>	<u>11/1972</u>	<u>Reviewed:</u> <u>06/16/2020</u>
<u>Responsible Executive:</u>	<u>Senior Vice President for Human Resources and Organizational Effectiveness</u>		<u>Revised:</u>	<u>01/1974; 09/1974; 01/1978; 11/1981; 07/2008; 12/09/2010; 07/01/2013 (Update Approval Authority), 10/10/2013 (Updated title); 06/16/2020</u>	
<u>Responsible Office:</u>	<u>University Human Resources</u>		<u>Contact:</u>	<u>policies@hr.rutgers.edu</u>	

1. Policy Statement

This policy outlines the university's commitment to equal employment opportunity and affirmative action.

2. Reason for Policy

All policies are subject to amendment. Please refer to the Rutgers University Policy Library website (policies.rutgers.edu) for the official, most recent version.

To inform the University employees, including student employees, that the policy applies to all areas of University operations and programs.

3. **Who Should Read This Policy**

All members of the Rutgers University community.

4. **~~Related Documents~~Resources**

- a. University Policy 60.1.12: Policy Prohibiting Discrimination and Harassment
- b. University Policy 60.1.1: Employment of Relatives
- c. University Policy 60.5.1: Academic Freedom (includes Statement on Professional Ethics)
- a. ~~Harassment Complaint Process: <http://uhr.rutgers.edu/documents/harass-compl-process.pdf>~~
- b. ~~Discrimination Complaint Process: <http://uhr.rutgers.edu/documents/discrim-compl-process.pdf>~~
- d. Discrimination, Harassment, Workplace Violence, Sexual Misconduct, and Retaliation Complaint Process: Complaints Against University Employees and Third Parties
- e. Office of Employment Equity Electronic Complaint/Accommodation Request Forms – Online Submissions (NetID required)
- f. Office of Employment Equity Formal Complaint Form
- g. Office of Employment Equity Accommodation Request Form

5. **~~Contacts~~Definitions**

~~University Human Resources
Office of Employment Equity, 848-932-3020N/A~~

6. **The Policy**

~~60.1.8. EQUAL EMPLOYMENT OPPORTUNITY AND AFFIRMATIVE ACTION~~

It is University policy to provide equal employment opportunity to all employees and applicants for employment regardless of their race, religion, color, national origin, ancestry, age, sex, sexual orientation, gender identity and expression, disability, genetic information, atypical hereditary cellular or blood trait, marital status, civil union status, domestic partnership status, military service, veteran status, and any other category protected by law.

The University is an equal opportunity and affirmative action employer. The Office of Employment Equity is responsible for implementation of the University's Affirmative Action Plan for Equal Employment Opportunity ("Plan") and monitors the University's progress with regard to the Plan. The Plan, which covers females, minorities, individuals with disabilities, disabled veterans, recently separated veterans, or other protected veterans, is available for inspection by employees and applicants for employment on each campus.