



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

1. **Policy Statement**
This policy outlines the university's commitment to equal employment opportunity and affirmative action.
2. **Reason for Policy**
To inform 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**
 - a. Policy 60.1.12, Policy Prohibiting Discrimination and Harassment
 - b. Policy 60.1.1, Employment of Relatives
 - c. Policy 60.5.1, Academic Freedom
 - d. Harassment Complaint Process: <http://uhr.rutgers.edu/documents/harass-compl-process.pdf>
 - e. Discrimination Complaint Process: <http://uhr.rutgers.edu/documents/discrim-compl-process.pdf>

5. **Contacts**
University Human Resources
Office of Employment Equity, 848-932-3020

6. **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.