



RUTGERS

THE STATE UNIVERSITY
OF NEW JERSEY

Richard L. McCormick, President

September 2009

To: Members of the University Community

From: Richard L. McCormick *Richard L. McCormick*

Subject: Commitment to Equal Employment Opportunity and Diversity

Rutgers has had a long-standing commitment to equal employment opportunity and diversity. We continually strive to build and sustain a multicultural community by fostering an environment in which members of all groups are welcomed, are encouraged to participate fully, and are accorded respect.

The university's Affirmative Action Plan for Equal Employment Opportunity establishes measures that are designed to assist us in continuing toward our goal of an increasingly diverse and inclusive community. The measures include the following:

- Broad and transparent searches are utilized to attract a representative pool of applicants. When our analysis reveals, based on an assessment of available talent, that we have not attracted sufficient qualified minority and female candidates in a particular job group, we will undertake additional outreach efforts to encourage such candidates to apply;
- Employment decisions are made without regard to race, religion, color, national origin, ancestry, age, sex, sexual orientation, gender identity and expression, disability, atypical hereditary cellular or blood trait, marital status, civil union status, domestic partnership status, military service, veteran status, or any other legally protected status;
- Reasonable accommodations are made to the known limitations of otherwise qualified applicants or employees with disabilities except where such accommodations are determined to impose an undue hardship; and
- An employee who has filed a complaint of discrimination or harassment will be protected against retaliation.

The Affirmative Action Plan is available for study on each campus. Inquiries regarding the university's commitment to equal employment opportunity and diversity may be directed to the Office of Employment Equity at 732-932-3020, extension 4030.

As a member of the university community, your role in promoting equal employment opportunity and diversity in the workplace is vital to ensuring that all employees and students will be free to pursue the university's employment and educational opportunities.