



Robert L. Barchi, President

To: Members of the Rutgers Community  
From: Robert L. Barchi  
Date: May 24, 2016  
Subject: Commitment to Equal Employment Opportunity and Diversity

I am very pleased to carry on the practice of formally declaring, on an annual basis, Rutgers University's continued commitment to equal employment opportunity and diversity.

Thanks to your diligence and dedication, Rutgers has been able to pride itself on a working and learning environment that welcomes, respects, and encourages the participation of members of all groups. Moreover, the university's Affirmative Action Plan for Equal Employment Opportunity, which is implemented by the Office of Employment Equity, calls for measures that promote a diverse and inclusive community:

- The university conducts broad and transparent searches to attract a wide pool of qualified applicants. When our analysis reveals that we have not attracted sufficient qualified minority and female candidates in a particular job group, we will take additional steps to encourage such candidates to apply.
- Employment decisions are made without regard to race, religion, color, national origin, ancestry, age, sex, sexual orientation, pregnancy, gender identity and expression, disability, genetic information, atypical hereditary cellular or blood trait, marital status, civil union status, domestic partnership status, military service, protected veteran status, and any other category protected by local, state, or federal laws, rules, or regulations.
- Rutgers makes reasonable accommodations to the known limitations of otherwise qualified applicants or employees with disabilities except where such accommodations are determined to impose an undue hardship.
- An employee who has filed a complaint of discrimination or harassment will be protected against retaliation.

Please contact the Office of Employment Equity at 848-932-3973 with any questions about these matters or to view portions of the Affirmative Action Plan for your campus. Thank you for your commitment to creating and sustaining a multicultural and welcoming university community.