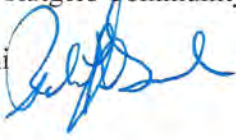




Robert L. Barchi, President

To: Members of the Rutgers Community
From: Robert L. Barchi 
Date: May 24, 2016
Subject: Discrimination and Harassment

Rutgers University prohibits its faculty, staff, and students from engaging in discrimination and harassment based on 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.

The prohibition against discrimination and harassment reflects legal requirements that apply to the university as an employer and as an educational institution. This prohibition is further reflected in Rutgers University's Policy Prohibiting Discrimination and Harassment, which declares, "[d]iscrimination and harassment compromise the integrity of the university and unfairly interfere with the opportunity for all persons to fully participate in the academic, work, and living environment at Rutgers." The policy is online at <http://policies.rutgers.edu/sites/policies/files/60.1.12%20-%20current.pdf>.

I ask that you be aware of the numerous protections for students, faculty, and staff members who are subject to discrimination or harassment, the resources available for resolving problems that may be brought to your attention, and the legal obligation of managers, supervisory employees and faculty members to refer complaints to the appropriate resources.

The university's Office of Employment Equity (OEE) is a particularly important resource. If a faculty member, manager or supervisory employee is consulted by a student or colleague who believes that he or she is being subjected to discrimination and harassment in the classroom or workplace, OEE can help refer the complainant to appropriate services or, if appropriate, deal directly with the problem. Please note: formal complaints in which the person named as a respondent is a student and not also an employee must be processed under the Code of Student Conduct.

Please contact the Office of Employment Equity to discuss any questions about the Policy Prohibiting Discrimination and Harassment. The office can be reached at 848-932-3973 or visited online at <http://uhr.rutgers.edu/uhr-units-offices/office-employment-equity>. OEE makes discrimination and harassment awareness training available to faculty, staff, and students.

You also may obtain information regarding sexual harassment by taking the online interactive training program, Unlawful Harassment Prevention. To take this training, click on the personalized link embedded in the registration email you received as a new employee. You will be asked to input your NetID and password in order to complete the training.

Rutgers takes pride in maintaining a diverse population, and we believe this diversity helps the university make important contributions to learning, research, and outreach in the State of New Jersey. Our shared efforts to guard against discrimination and harassment are critical to forging an environment in which the open exchange of ideas is encouraged and where all persons feel welcome.