

EQUAL OPPORTUNITY AND AFFIRMATIVE ACTION POLICY STATEMENTS

Tufts University is committed to the fundamental principal of equal opportunity and equal treatment for every prospective and current employee and student. It is the policy of the University not to discriminate on the basis of race, color, national or ethnic origin, age, religion, disability, sex, sexual orientation, gender identity and expression, or status as a veteran.

Tufts University, therefore, has maintained an Affirmative Action Program wherein all managers and officials of the University directly bear the responsibility for making every effort to identify and alleviate underutilization of minorities, women, the disabled, disabled veterans, and covered veterans so that they receive fair and equal treatment in all University programs.

Tufts University seeks to maintain an internal system of audit and reporting that shall assist in the implementation, monitoring, and evaluation of the Affirmative Action Programs to assure the effectiveness of the plan. Specifically, this system shall facilitate the identification and removal of inequities and deficiencies in its employment and those policies and practices that could preclude the fair and equal treatment of minorities, women, the disabled, disabled veterans, and veterans of the Vietnam era.

The Affirmative Action Program of Tufts University provides for the prompt and impartial consideration of all complaints of discrimination issued by its faculty, staff, and students. Procedures for consideration of complaints and grievances are established and circulated throughout the University. Tufts University has an Office of Equal Opportunity, which monitors its Equal Opportunity/Affirmative Action efforts.

Tufts University is committed to Equal Opportunity and Affirmative Action, and, as further demonstration of that commitment, Tufts requires that all contractors or prospective contractors or unions submit a statement in writing of their Equal Opportunity/Affirmative Action commitment; and that all solicitations or advertisements placed by or on behalf of Tufts shall indicate its (Tufts') policy of Equal Opportunity/Affirmative Action.