

March 1, 2000

To: The Rensselaer Community

From: Dr. Shirley Ann Jackson

Re: **Affirmative Action and Equal Employment Opportunity Policy**

I am writing to remind you of Rensselaer's Equal Employment Opportunity (EEO) and Affirmative Action (AA) policy and to reaffirm Rensselaer's commitment to welcome all people and all cultures. This issue is critical to Rensselaer's position as a world-class institution of higher learning. Rensselaer has a strong commitment to this policy.

Our commitment to such a community is reflected in our EEO/AA policy, which states:

It is the policy of Rensselaer Polytechnic Institute that all persons be provided equal employment opportunities regardless of race, color, sex, sexual orientation, age, religion, creed, national origin, marital status, Vietnam Era Veteran status, disabled Veteran status, or disability. There will be no discrimination against any employee or applicant for employment to any position for which she/he is qualified.

Rensselaer commits itself to Affirmative Action and will make a major effort to increase the numbers of minority members and women in the student body, faculty, and staff. While maintaining high standards of excellence, Rensselaer will continue to broaden its pool of available minority and women candidates for positions on the faculty, staff and in the student body.

This policy applies to all aspects of the employment relationship including advertising, recruitment, hiring, transfers, training, promotion, compensation, separation, wage and salary administration, as well as to all construction, vending and procurement activities. It requires that all employment decisions and human resource policies be administered solely on the basis of an individual's ability and qualifications.

In addition, employees are provided with opportunities for promotion and professional growth. Managerial and supervisory performance will be reviewed to ensure a positive application and vigorous enforcement of the Affirmative Action policy.

In a culturally diverse marketplace, Rensselaer students and employees must develop skills necessary for working in a multicultural environment. As world demographics change, Rensselaer must continue to create an environment open to that change. Please join me in making a vigorous effort to continue Rensselaer's commitment to a community that is enriching, welcoming, and inclusive while maintaining our high standard of excellence.

If you have questions about this policy or our commitment to Affirmative Action, I urge you to direct your questions to Rensselaer's Human Resources office at 276-6302. I invite all members of this campus community to offer suggestions for making Rensselaer a better place to learn and to work.

A printed copy of Rensselaer's Affirmative Action Plan is available for inspection during regular business hours at the Circulation desk of Folsom Library or in the Division of Human Resources at 21 Union Street, 2nd Floor, Troy, New York.