

## Chapter 3. Affirmative Action and Equal Employment Opportunity

Brown University does not discriminate against any person because of race, color, religion, age, national or ethnic origin, disability, status as a veteran, sexual orientation, gender identity, gender expression, or sex, except where sex is a bona fide occupational qualification. The University will develop and from time to time update an affirmative action program and will insist on a good-faith effort on the part of its employees to comply with the program. As affirmative action implies, Brown University will continue to make strong, positive efforts to ensure that minorities, women, disabled persons, and veterans are given full opportunity for employment, upgrading, counseling, training, and participation in all University-sponsored programs and social activities. The University will request and expect its agents and those with whom it conducts its affairs with to meet the commitments of this important program.

The Office of Institutional Equity and Diversity is responsible for the coordination and oversight of the University's affirmative action and equal employment opportunity programs.

Information is available for employees of Brown University to familiarize themselves with the concepts of Equal Employment Opportunity and Affirmative Action, to explain the laws which govern these concepts, and to outline the procedures practiced by Brown University to ensure their implementation. [The Office of Institutional Equity and Diversity](#) has information on:

- Corporation Statement on Nondiscrimination.
- Brown's Policies regarding Individuals with Disabilities in the employment context.
- Veterans Assistance in the employment context.
- Listing of Internal and External Resources for issues, including complaints, regarding these topics.

This information is also available in hard copy by calling 863-2216.