

Where can employees go for information or seek resolution to a problem?

If you feel you have been discriminated against or harassed based on race, religion, color, national origin, sex, sexual orientation, age, disability, gender identity or gender expression, or veteran status, or just want to talk about your options or obtain additional information, please contact your supervisor, University Human Resources or the Office of Institutional Diversity and Inclusion.

All such grievances will be addressed promptly and appropriate disciplinary action will be taken if warranted. Grievances will be kept as confidential as possible. Brown University does not tolerate retaliation against employees who report incidents of discrimination or sexual harassment, or against those who participate in University investigations of discrimination or harassment.

2. How does Brown University implement Equal Employment Opportunity and Affirmative Action Laws?

- Brown University has a University Office of Equal Employment Opportunity and Affirmative Action. The Director of Diversity and Inclusion within the Office of Institutional Diversity is charged with the responsibility for coordinating and monitoring all components of Equal Employment Opportunity and Affirmative Action compliance.
- The University has developed an Affirmative Action Plan, updated annually by the Office of Institutional Diversity and Inclusion, which analyzes its workforce, policies and procedures related to all aspects of employment, sets forth goals for various departments within the University, and monitors progress and/or impediments to achieving the overall goal of diversity at all levels within the University. The U.S. Department of Labor's Office of Federal Contract Compliance Programs (OFCCP) periodically audits the University's Affirmative Action Programs, plans, and progress toward the accomplishment of hiring and promotion.
- Senior officers, managers and employees are advised with regard to new developments in equal employment opportunity/affirmative action legislation and their responsibilities related to ensuring that the University maintains compliance.
- The University participates with community organizations, local, state and federal agencies, educational institutions, and other groups, which specialize in training and referring applicants for employment opportunities at Brown.

3. What are the ethnicity and racial categories used in discussions about Equal Employment Opportunity and Affirmative Action?

The following are the ethnicity and racial categories used in discussions about Equal Employment Opportunity and Affirmative Action:

Ethnicity – people can self identify as:

- **Hispanic or Latino (of any race)** – A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin, regardless of race. The term, “Spanish origin,” can be used in addition to “Hispanic or Latino.”
- **Not Hispanic or Latino** – A person not of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin.

Race – people can select all that apply:

- **White (not Hispanic)** – A person having origins in any of the original peoples of Europe, the Middle East, or North Africa.
- **Black or African American (not Hispanic)** – A person having origins in any of the black racial groups of Africa. Terms such as “Haitian” or “Negro” can be used in addition to “Black or African American.”
- **American Indian/Alaska Native (not Hispanic)** – A person having origins in any of the original peoples of North and South America (including Central America), and who maintains tribal affiliation or community attachment.
- **Asian (not Hispanic)** – A person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian subcontinent including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam.
- **Native Hawaiian/Other Pacific Islander (not Hispanic)** – A person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands.
- **Multi-Racial** - A person having two or more races not Hispanic.

4. What are the definitions for covered Veteran's Categories:

Special Disabled Veteran: (i) a veteran who is entitled to compensation (or who but for the receipt of military retired pay would be entitled to compensation) under laws administered by the Department of Veterans Affairs for a disability (A) rated at 30 percent or more or; (B) rated at 10 or 20 percent in the case of a veteran who has been determined under 38 U.S.C. 3106 to have a serious employment handicap; or (ii) a person who was discharged or released from active duty because of a service-connected disability

Disabled Veteran: (i) a veteran of the U.S. military, ground, naval or air service who is entitled to compensation (or who but for the receipt of military retired pay would be entitled to compensation) under laws administered by the Secretary of Veterans Affairs, or (ii) a person who was discharged or released from active duty because of a service-connected disability.

Veteran of the Vietnam-Era: a veteran who (i) served on active duty for a period of more than 180 days, and was discharged or released there from with other than a dishonorable discharge, if any part of such active duty occurred (A) in the Republic of Vietnam between February 28, 1961, and May 7, 1975; or (B) between August 5, 1964, and May 7, 1975, in all other cases; or (ii) was discharged or released from active duty for a service-connected disability if any part of such active duty was performed (A) in the Republic of Vietnam between February 28, 1961, and May 7, 1975; or (B) between August 5, 1964 and May 7, 1975, in all other cases.

Other Protected Veteran: a veteran who served on active duty in the U.S. military, ground, naval or air service during a war or in a campaign or expedition for which a campaign badge has been authorized, under the laws administered by the Department of Defense.

One-Year Recently Separated Veteran: a veteran during the one-year period beginning on the date of such veteran's discharge or release from active duty in the U.S. military, ground, naval or air service.

Three-Year Recently Separated Veteran: a veteran during the three-year period beginning on the date of such veteran's discharge or release from active duty in the U.S. military, ground, naval or air service.

Armed Forces Service Medal Veteran: a veteran who, while serving on active duty in the U.S. military, ground, naval or air service, participated in a United States military operation for which an Armed Forces service medal was awarded pursuant to Executive Order 12985 (61 Fed. Reg. 1209)