

**2023 REAFFIRMATION OF THE UNIVERSITY'S POLICY CONCERNING
AFFIRMATIVE ACTION AND EQUAL EMPLOYMENT OPPORTUNITY
BY THE PRESIDENT AND FELLOWS OF HARVARD COLLEGE**

The President and Fellows adopted the following statement reaffirming the University's policy concerning affirmative action and equal employment opportunity:

In their statements of November 3, 1969, and successive years, the President and Fellows of Harvard College emphasized the University's policy of affirmative action and equal employment opportunity. The President and Fellows take this occasion once again to reaffirm the University's policy.

Harvard University is committed to selecting faculty and staff without regard to race, color, sex, gender identity, sexual orientation, religion, creed, national origin, ancestry, age, protected veteran status, disability, genetic information, military service, pregnancy and pregnancy-related conditions, or other protected status.

The President and Fellows of Harvard College call upon every member of the University involved in recruitment, hiring, and promotions to exert their best efforts to achieve the goals set forth in the current affirmative action plan. The President and Fellows call upon every member of the University to engage wholeheartedly in the effort to ensure a wholly nondiscriminatory process in all phases of employment, including, but not limited to, recruiting, employment, placement, upgrading, demotion or transfer, reduction of workforce and termination, rates of pay or other form of compensation, selection for training, and participation in all Harvard University-sponsored employee activities. Harvard also expects that outside agencies with which it contracts will comply with all applicable antidiscrimination laws.

Employees and applicants shall not be subjected to harassment, retaliation, or intimidation because they have: (1) filed a complaint; (2) assisted or participated in an investigation, compliance review, hearing or any other activity related to the administration of any federal, state, or local law requiring equal employment opportunity; (3) opposed any act or practice made unlawful by any federal, state, or local law requiring equal opportunity; or (4) exercised any other legal right protected by federal, state, or local law requiring equal opportunity.

Diversity within the University community advances the academic purposes of the University, and an affirmative action policy is essential to achieving such diversity. The University endorses the goals of equal employment opportunity and affirmative action as supportive of University values and of the values of a democratic and pluralistic society.

But simply adopting a policy of equal employment opportunity alone is insufficient. The University is also required to meet affirmative action program requirements established for contractors by the federal government and monitored by the Department of Labor. Such programs provide a mechanism for monitoring University personnel policies to ensure equal employment, as well as a means for locating and eliminating any deficiencies in relevant areas of employment.

The Office for Equity, Diversity, Inclusion and Belonging provides a central focus and resource within the University for pursuing with determination our goals of equal employment opportunity. The office serves as the University's liaison with the federal government in matters related to contract compliance concerning employment, coordinates the University's affirmative action programs, and provides oversight of their implementation throughout the University.

Harvard must and will maintain its commitment to the goals of affirmative action and equal employment opportunity. The President and Fellows of Harvard College request continuing cooperation at every level of the University toward implementing the University's policy.

Lawrence S. Bacow
President