

POLICY

Workplace Values and Equal Opportunity Policy

LAST REVISED ON 03/2022

I. Policy

Actions at the University of Rochester are governed by the guidelines set forth in this policy as well as others.

II. Guidelines

A. Workplace Values

As a community, the University of Rochester is defined by a deep commitment to Meliora – ever better. Embedded in that ideal are the values we share, expressed in our [Vision & Values Statement \(https://www.rochester.edu/about/values.html\)](https://www.rochester.edu/about/values.html): Meliora, Equity, Leadership, Integrity, Openness, Respect, and Accountability.

Meliora – We strive to be ever better, for everyone.

Equity – We commit to diversity, inclusion, and access.

Leadership – We take initiative and share responsibility for exemplifying excellence.

Integrity – We conduct ourselves with honesty, dedication, and fairness

Openness – We embrace freedom of ideas, inquiry, and expression.

Respect – We value our differences, our environment, and our individual and collective contributions.

Accountability – We are responsible for making our community ever better, through our actions, our words, and our dealings with others.

All members of the University community are expected to act professionally and treat others with respect when representing the University, whether that be internally when working with colleagues or externally with our community while engaged in a University-related activity. Professionalism requires acting conscientiously and with dignity, politeness, respect, and with appropriate regard to the perceptions of others. Appropriate paths for raising concerns related to our values include notifying an individual's supervisor, department leadership, Human Resources, or the University Intercessors. Supervisors (including deans, department chairs, and other academic leaders) are expected to ensure that our values are upheld within their units, schools, and divisions; this includes addressing concerns or complaints.

B. Equal Opportunity

The University of Rochester is committed to fostering, cultivating, and preserving a culture of equity, diversity, and inclusion to advance the University's mission to Learn, Discover, Heal, Create – and Make the World Ever Better.

In support of our values and those of our society, the University is committed to not discriminating on the basis of age, color, disability, ethnicity, gender identity or expression, genetic information, marital status, military/veteran status, national origin, race, religion/creed, sex, sexual orientation, citizenship status, or any other status protected by law. This commitment extends to non-discrimination in the administration of our policies, admissions, employment, access, and recruitment of candidates from underrepresented populations, veterans, and persons with disabilities consistent with these values and government contractor Affirmative Action obligations.

For additional information, see the University's [Policy against Discrimination and Harassment, Policy 106 \(https://www.rochester.edu/policies/policy/discrimination-harassment/\)](https://www.rochester.edu/policies/policy/discrimination-harassment/)

. Questions regarding the application of Title IX can be made to the Title IX Coordinator or a deputy coordinator: [titleix@rochester.edu \(mailto:titleix@rochester.edu\)](mailto:titleix@rochester.edu). or the U.S. Department of Education's Office of Civil Rights at its New York office at [\(646\) 428-3800 \(tel:6464283800\)](tel:6464283800) or its national headquarters at [\(800\) 421-3481 \(tel:8004213481\)](tel:8004213481); TTY: [\(800\) 877-8339 \(tel:8008778339\)](tel:8008778339).

ABOUT THIS POLICY

Policy Applies To

Faculty, Staff

Policy Number

100

Issuing Authority

Human Resources

Responsible Officer

Julia Green

Contact Information

julia.green@rochester.edu (mailto: julia.green@rochester.edu)

ADDITIONAL RESOURCES

[Vision & Values Statement \(https://www.rochester.edu/about/values.html\)](https://www.rochester.edu/about/values.html)

RELATED POLICIES

[Policy Against Discrimination, Harassment, and Discriminatory Employment/Service Practices \(https://www.rochester.edu/policies/policy/discrimination-harassment/\)](https://www.rochester.edu/policies/policy/discrimination-harassment/)

[Conflicting Employment Relationships \(Nepotism and Consensual Romantic Relationships\) \(https://www.rochester.edu/policies/policy/nepotism/\)](https://www.rochester.edu/policies/policy/nepotism/)

[Affirmative Action Policy for Minorities, Women, Disabled Individuals, and Protected Veterans \(https://www.rochester.edu/policies/policy/affirmative-action/\)](https://www.rochester.edu/policies/policy/affirmative-action/)

[Recruitment and Selection \(https://www.rochester.edu/policies/policy/recruitment-selection/\)](https://www.rochester.edu/policies/policy/recruitment-selection/)

[Code of Conduct \(https://www.rochester.edu/policies/policy/code-of-conduct/\)](https://www.rochester.edu/policies/policy/code-of-conduct/)

POLICY KEYWORDS

[Conduct \(https://www.rochester.edu/policies/all/?filter%5Btopics%5D=346\)](https://www.rochester.edu/policies/all/?filter%5Btopics%5D=346)

[Equal Opportunity \(https://www.rochester.edu/policies/all/?filter%5Btopics%5D=396\)](https://www.rochester.edu/policies/all/?filter%5Btopics%5D=396)

[Inclusion \(https://www.rochester.edu/policies/all/?filter%5Btopics%5D=466\)](https://www.rochester.edu/policies/all/?filter%5Btopics%5D=466)

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