

Subject: **General Personnel Policy Statements**

Applies to: All Faculty and Staff

- I. Policy: All personnel actions at the University of Rochester are governed by the guidelines set forth in this policy.
- II. Guidelines:
 - A. Equal Employment Opportunity: The University of Rochester values diversity and is committed to equal opportunity for persons regardless of age, color, disability, ethnicity, gender identity or expression, genetic information, marital status, military/veteran status, national origin, race, religion/creed, sex, sexual orientation or any other status protected by law. Further, the University complies with all applicable non-discrimination laws in the administration of its policies, admissions, employment, and access to and treatment in University programs and activities. Questions on compliance should be directed to the particular school or department and/or to the University's Equal Opportunity Director, Morgan Levy, University of Rochester, P.O. Box 270024, Rochester, New York 14627-0024.
 1. Decisions in recruitment, appointments, hiring, promotions, transfers, and opportunities for training, as well as appointments to the University's governing and advisory bodies are made without regard to the above, except where there is a verifiable occupational requirement.
 2. Compensation and benefits policies are established and administered without regard to the above, except where it is a verifiable occupational requirement.
 3. In recruitment, the University makes special efforts to solicit the candidacy of minority group members, women, and disabled persons.
 4. Recruitment and personnel actions are monitored to ensure consistent application of this policy throughout the University.
 - B. Respect for the Individual: The University's respect for each individual is fundamental. This philosophy dictates that all personnel decisions and actions be based on individual qualifications for the work, and most particularly, the individual's job performance which is directly supportive of University objectives and goals.
 - C. Recognition of University Faculty and Staff: In recognition of the vital contributions of faculty and staff to the work of the University, it is University policy to promote from within, giving preference in filling jobs to those qualified individuals who are already employed.