

Subject: Workplace Values and Equal Opportunity Policy

Applies to: All Faculty and Staff

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: 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 Intercrossors. 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: Respect for each individual is fundamental, and diversity within the University community advances the University's Mission to Learn, Discover, Heal, Create – and Make the World Ever Better. The University is committed to the goals of equal employment opportunity as supportive of University values and those of our society. The University is committed to selecting faculty and staff without regard to 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. In recruitment, the University makes special efforts to solicit the candidacy of underrepresented group members, veterans, and disabled persons, in furtherance of its Affirmative Action obligations. 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.

For additional information, see the University's Policy against Discrimination and Harassment, Policy 106. Questions regarding the application of Title IX can be made to the Title IX Coordinator, Morgan Levy, 20 Taylor Hall, 585-275-7814, Morgan.Levy@rochester.edu, or the U.S. Department of Education's Office of Civil Rights at its New York office at (646) 428-3800 or its national headquarters at (800) 421-3481; TTY: (800) 877-8339.

See also Policies: #102 Affirmative Action Policy
#106 Policy against Discrimination & Harassment
#154 Corrective Action
#160 Grievance Procedure

Code of Conduct