Equal Employment Opportunity/Affirmative Action Policy

Below is the Chancellor email to Deans, Directors, and Department Heads

From: Chancellor Mark S. Wrighton [mailto:ANNOUNCE@wustl.edu]
Sent: Wednesday, February 08, 2012 10:00 AM
To: Goffe-Rush, Lorraine
Subject: Equal Employment Opportunity Reaffirmation

TO: Deans, Directors, and Department Heads
FROM: Mark S. Wrighton
RE: Equal Employment Opportunity Reaffirmation

Washington University is committed to the maximum utilization of all human resources and the goal of equal opportunity. I wish to reaffirm that commitment and bring to your attention that these objectives are reflected in all aspects of our daily operations. We shall continue to recruit, hire, train, and promote persons in all job titles without regard to race, color, age, religion, gender, sexual orientation, gender identity or expression, national origin, veteran status, disability or genetic information.

Every effort shall be made by our management team to ensure that all employment decisions, University programs, and personnel actions are administered in conformance with the principles of equal employment opportunity. In addition, managers shall take affirmative action to ensure that women and minorities, Vietnam-era and special disabled veterans, and the disabled are introduced into the workforce and that these employees are encouraged to aspire for promotion and be considered as opportunities for promotion arise. Each vice chancellor, dean, faculty member, director, manager, supervisor, and staff member has a responsibility to support these objectives and to ensure that this policy is fully implemented within our organization.

I have designated the Assistant Vice Chancellor for Human Resources, Lorraine A. Goffe-Rush, as the University's EEO Coordinator and have charged her with the responsibility to maintain the necessary programs, records, and reports to comply with all government regulations, including the maintenance of monitoring procedures for our policy objectives.

We share the responsibility to strive for excellence in our teaching, research, service and patient care missions. Therefore, we must each assume a leading role in making our Equal Employment Opportunity policy work effectively. I encourage each member of the Washington University community to join me in advancing an educational and employment environment in which every person is encouraged to contribute and develop to his or her fullest potential.