



It is the policy of Tufts University to comply with the laws, regulations, and orders that provide for and impose obligations on employers with respect to the management of their equal employment opportunity and affirmative action plans.

Accordingly, Tufts University will conduct its business and practices in a manner that fully complies with and supports Presidential Executive Order 11246, as amended, Section 503 of the Rehabilitation Act of 1973, as amended, the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, and all applicable federal, state, and local laws and regulations. Our compliance with these laws and regulations is calculated to eliminate discrimination against employees or applicants for employment on account of race, color, religion, sex, sexual orientation, age, national origin, protected veteran status, disability, or genetics. To achieve these goals and make Tufts University a stronger company and a more rewarding place for all employees to work, Tufts University will recruit, hire, train, and promote persons in all job classifications without regard to race, color, religion, sex, sexual orientation, age, national origin, protected veteran status, or disability; base decisions on employment so as to further the principle of equal employment opportunity; ensure that promotion decisions comply with the principles of equal opportunity by making certain that requirements for such opportunities are valid; and ensure that all other personnel actions such as compensations, benefits, transfers, layoffs, recall, company-sponsored training, education, tuition assistance and social and recreational programs will be administered without regard to race, color, religion, sex, sexual orientation, age, national origin, protected veteran status, or disability. Tufts University will provide reasonable accommodations to qualified applicants and employees with a disability. Requests for reasonable accommodations should be made to the Human Resources Department.

Employees and applicants are not to be subjected to harassment, intimidation, threats, coercion or discrimination because they have engaged in or may engage in any of the following activities involving the laws enforced by OFCCP, the Americans with Disabilities Act, or any other Federal, state or local laws requiring equal opportunity:

1. filing a complaint;
2. assisting or participating in an investigation, compliance review, hearing, or any other related activity;
3. opposing any act or practice made unlawful by these laws; or
4. exercising any other right protected by these laws or implementing regulations.

Jill A. Zellmer, Director Equal Opportunity, is designated as Equal Employment Opportunity Coordinator of the Affirmative Action Plans for Tufts University and is responsible for its implementation, including audit and reporting systems. Jill A. Zellmer's telephone number is (617) 627-3298. If any employee has a suggestion, problem, or complaint, she/he should feel free to contact Jill A. Zellmer.

The Affirmative Action Plan for Protected Veterans and Individuals with Disabilities is available to any employee or applicant for inspection in the Human Resources Department during regular business hours.

Tufts University extends an invitation to self-identify as a protected veteran and/or individual with a disability to all applicants both pre-offer and post-offer. If you are an individual with a disability or a protected veteran and would like to be considered under the Affirmative Action Plan, please tell us. This information is voluntary and refusal to provide it will not subject you to discharge or disciplinary treatment.

As President in charge of Tufts University, I hereby reaffirm our commitment to advance the concepts of equal opportunity. To ensure that this policy is adhered to, in the day-to-day activities of our management, all personnel actions will be monitored, analyzed, and reported on periodically throughout each year.

A handwritten signature in black ink that reads "Anthony Monaco".

Anthony Monaco, M.D., Ph. D., President  
Tufts University