

# AFFIRMATIVE ACTION POLICY

Office of Equal Opportunity

**Purpose:** Tufts University is committed to Equal Opportunity and Affirmative Action. Tufts University is a Federal Contractor and as such maintains Affirmative Action Programs for Protected Veterans and Individuals with Disabilities.

January 2026

**Applicability:** This policy applies to all staff, temporary staff, postdoctoral scholars, faculty, independent contractors, affiliates or any other members of the Tufts community, whether hired contractually or who work under faculty or postdoctoral scholar handbooks, or who are otherwise covered by a collective bargaining agreement.

Resources to address discrimination and/or harassment are available at:

[oeo.tufts.edu/non-discrimination](https://oeo.tufts.edu/non-discrimination)

*Questions about this policy may be sent or referred to the Associate Vice President of the Office of Equal Opportunity, Title VI Officer, and Title IX Coordinator, Jill Zellmer, MSW at 617.627.3298 or [jill.zellmer@tufts.edu](mailto:jill.zellmer@tufts.edu)*

## **Affirmative Action Policy**

This policy applies to all staff, temporary staff, postdoctoral scholars, faculty, independent contractors, affiliates or any other members of the Tufts community, whether hired contractually or who work under faculty or postdoctoral scholar handbooks, or who are otherwise covered by a collective bargaining agreement.

Tufts University is a Federal Contractor and as such maintains Affirmative Action Programs for Protected Veterans and Individuals with Disabilities. Under these Programs, all managers and officials of the University directly bear the responsibility for making every effort to ensure that the disabled and protected veterans receive fair and equal treatment in all University programs.

Tufts University maintains an internal system of audit and reporting that shall assist in the implementation, monitoring, and evaluation of these Affirmative Action Programs to assure the effectiveness of these plans. Specifically, this system shall facilitate the identification and removal of inequities and deficiencies in employment and those policies and practices that could preclude fair and equal treatment.

Tufts University's Equal Opportunity policy provides for the prompt and impartial consideration of all complaints of discrimination filed by its staff, faculty members, and students. Retaliation for filing a complaint is prohibited. Procedures for consideration of complaints and grievances are established and circulated throughout the University. Tufts University has an Office of Equal Opportunity, which monitors its Equal Opportunity and Affirmative Action efforts.

Tufts University is committed to Equal Opportunity and Affirmative Action, and as further demonstration of that commitment, Tufts requires that all current or prospective contractors or unions submit a statement in writing of their Equal Opportunity commitment; and that all solicitations or advertisements placed by or on behalf of Tufts shall indicate Tufts' policy of Equal Opportunity and Affirmative Action for Protected Veterans and Individuals with Disabilities.

Effective January 2026