



**Equal Employment Opportunity Statement
Reaffirmation of Policy
Stanford University (October 2020)**

Stanford reaffirms its commitment to equal employment opportunity and affirmative action, and reissues the following policy statement:

To be considered a world class institution, Stanford must (among many other things) be broadly diverse in its makeup. In particular and as noted in Stanford's publication, *Building on Excellence*, it must reflect the multi-racial, multi-ethnic society and pluralistic democracy that serve as a foundation for the university. We believe that a diverse campus community enriches the educational and scholarly environment by bringing varied interests, experiences and perspectives to the teaching, learning, investigative and creative activities that constitute our core mission. We also recognize that our prominence brings with it an added responsibility: to assume a leadership position here as we do in our other pursuits.

To encourage such diversity, we prohibit discrimination and harassment and provide equal opportunity for all employees and applicants for employment in all personnel practices, including recruiting, hiring, and promotion, compensation, benefits, and access to training, regardless of race, religion, color, national origin, physical or mental disability, medical condition, pregnancy, marital status, sex, age, sexual orientation, gender identity, protected veteran status, genetic information, or any other trait or status protected by applicable law. Furthermore, it is the University's policy that there shall be no discrimination or retaliation against applicants and employee who (1) raise concerns of discrimination, potential discrimination, or file a complaint; (2) assist or participate in the investigation or any other activity related to the administration of any federal, state, or local law requiring equal employment opportunity; or (3) exercise any other right protected by federal, state, or local law requiring equal opportunity.

As I have stated in the past, however, a simple policy of equal employment opportunity may not be sufficient by itself to attract a diverse applicant pool for our campus's faculty and staff positions. Some barriers are built into our society and require the more active responses characteristic of affirmative action for locating and recruiting applicants. Hiring decisions that appear to have been reached neutrally may in fact be discriminatory if the applicant process is not accessible to (for example) women and minority group members.

The University does not sacrifice job-related standards when it engages in affirmative action. The best-qualified person for a given position must always be hired; that is the essence of equal opportunity. Affirmative action simply asks us to cast our net more widely to broaden the competition, and to develop innovative personnel management strategies for groups that have historically been underrepresented in certain roles in our society.

The President and Provost have delegated certain key responsibilities for the implementation of equal employment opportunity and affirmative action programs and practices, as well as the administration of an audit and reporting system, to the Director of the Diversity & Access Office (650-723-0755), equal.opportunity@stanford.edu. Effective action, however, requires the personal involvement of all members of the Stanford community. In particular, academic administrators, managers, and supervisors must individually invest time and effort to accomplish our institutional objectives.

While it is true that we have made much progress, there are still areas that require our attention. The distribution of women and minorities (for example) among the ranks of the professoriate, in senior administrative positions, and in a number of other areas is far from ideal. Continued dedication and attention by our community's members is called for; this is particularly true in the face of low representation in certain availability pools of women, minorities and others who would bring diversity to this academic community.

Stanford University therefore reaffirms its commitment to diversity and affirmative action, as well as to equal opportunity, and I fully endorse our Affirmative Action and Equal Opportunity Program. Our educational and scholarly purposes will be served best if the country's demographic diversity finds a presence on campus, and we thereby reflect the full range and the full capacity of this society.

In an effort to implement this policy statement, Stanford University invites all employees and applicants to raise any questions about this policy or to review the University's Affirmative Action Plan, and again invites and reminds all employees that they may update their EEO information on the *Stanford Axess* webpage.

A handwritten signature in black ink, appearing to read "Marc Tessier-Lavigne", is written over a light gray rectangular background.

Marc Tessier-Lavigne