

Equal Employment Opportunity/ADA

Policy on Equal Employment Opportunity/ADA at Carnegie Mellon University (<https://www.cmu.edu/policies/administrative-and-governance/equal-opportunity.html>)

Policy Statement

Carnegie Mellon University is committed to Equal Employment Opportunity (EEO).

The university bases its employment decisions on the principle of equal employment opportunity. The university complies with applicable federal, state and local laws, statutes, orders and regulations prohibiting discrimination on the basis of race, color, religion, gender, age, national or ethnic origin, gender identity, sexual orientation, veteran status or non-job-related disability. All personnel actions including, but not limited to, recruitment, hiring, training, promotion, compensation, benefits, transfer, layoff, return from layoff, education tuition assistance and social and recreational programs are administered in accordance with the university's commitment to non-discrimination.

Reason for the Policy

This EEO policy is a reminder of our commitment to equal opportunity and as an update on current responsibilities.

The university recognizes that its success depends on the development and use of the full range of human resources. At the basis of this precept is equal employment opportunity. Through administration of this and related policies, the university intends to assure that it maintains an inclusive work and learning environment where all employees have the opportunity to succeed.

Regulatory Compliance

The university does not discriminate and is required not to discriminate in employment by the Rehabilitation Act of 1973, the Americans with Disabilities Act of 1990, the Vietnam Era Veterans Readjustment Assistance Act of 1974, Title VI of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, and other federal, state and local laws. Consistent with the university's Policy Against Retaliation, employees and applicants are protected from harassment, threats, coercion, intimidation, interference, discrimination, or retaliation for filing a complaint or assisting in an investigation under the above statutes and executive order.

Accountability

This policy was developed by Equal Opportunity Services and incorporates suggestions by the president, general counsel, vice president for business and planning, assistant vice president for human resources and director for equal opportunity services.

Equal employment opportunity must be supported by top management leadership to succeed. The president of the university is the chief officer responsible for oversight of Carnegie Mellon's commitment to equal employment opportunity. This responsibility is delegated through the provost, vice presidents, deans and department heads, who support the president in maintaining the importance of EEO as a critical component of university operations.

Responsibility

The broad-based efforts of all faculty and staff are key to meeting the university's equal employment opportunity commitments. At Carnegie Mellon, non-discrimination is everyone's responsibility.

In support of Carnegie Mellon's equal employment opportunity commitments, the Office of Human Resources has been charged with responsibility for coordination of the university's EEO programs, which includes: developing and implementing procedures, policies and programs and bringing new initiatives to the attention of senior administrators; and handling or referring complaints to appropriate university access points. EOS maintains communication with appropriate external organizations in order to remain informed about developments in equal employment issues. The department also coordinates accommodations for individuals with disabilities, as well as compliance with Section 504 of the Rehabilitation Act of 1973 and the Americans with Disabilities Act of 1990 and the Vietnam Era Veterans' Readjustment Assistance Act (VEVRAA).

Other individuals and offices carrying specific responsibilities for EEO include:

Farnam Jahanian, president,
412-268-2200

Involved in all queries concerning the application of our non-discrimination policy as it applies to educational programming, and works with the university's Faculty Review Committee to resolve complaints regarding the application of Carnegie Mellon's policies as they apply to faculty.

Office for Institutional Equity and Title IX, 412-726-7125

Responsible for the university's Discriminatory Sexual Misconduct Policy (<https://www.cmu.edu/policies/administrative-and-governance/sexual-misconduct/>) and for coordinating compliance with Title VI, Title IX, and other federal, state and local civil rights laws.

HR Disability Services (<https://www.cmu.edu/hr/work-life/accommodations/>), 412-268-5072 / employeeaccess@andrew.cmu.edu

Coordinates the provision of reasonable accommodations to staff and faculty members with disabilities to enable them to perform the essential functions or duties of their positions.

Staff Ombudsperson,
412-268-1018

Hears staff employee complaints, clarifies issues and suggests possible solutions to work-related problems.

Student and Faculty Ombudsperson, 412-268-2845

Provides confidential, impartial assistance to students and faculty in resolving work or interpersonal issues in administrative or academic settings.