Equal Employment Opportunity

Washington University is committed to the principles and practices of equal employment opportunity and affirmative action. It is our policy 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.

We will base decisions on employment so as to further the principle of equal employment opportunity, and we will ensure that promotion decisions are in accord with the principles of equal employment opportunity by imposing only valid requirements for promotion opportunities.

We will ensure that all personnel actions such as employment, upgrading, rates of pay or other forms of compensation, benefits, demotions, recruitment, advertising, terminations, transfers, layoffs, returns from layoff, selection for university-sponsored training, education, tuition assistance, and social and recreational programs will be administered without regard to race, color, age, religion, gender, sexual orientation, gender identity or expression, national origin, veteran status, disability or genetic information.

Affirmative Action

Washington University welcomes applications for employment from women, minorities, veterans, and the disabled at all job levels, and encourages their hire and promotion.

As a government contractor, Washington University is required to establish affirmative action programs for the employment and advancement of women and minorities, Vietnam-era and special disabled veterans, and the disabled. Washington University will provide reasonable accommodations to all employees, applicants for employment, students, and patrons who have physical and mental disabilities. Reasonable accommodations will be made unless such accommodations have the end result of placing an undue burden on the operations of the University. Employees needing accommodations should contact their supervisor, department head or Human Resources.
A disabled individual, for purposes of this program, is defined as any person who has a physical or mental impairment that substantially limits one or more of such person's major life activities, has a record of such impairment, or is regarded as having such impairment. Examples of such "life activities" include caring for oneself, performing manual tasks, walking, seeing, hearing, speaking, breathing, learning, and working. For purposes of this program, primary attention is given to those life activities that affect employability.

A special disabled veteran, for purposes of this program, is defined as a veteran who is entitled to compensation (or who, but for the receipt of military retired pay, would be entitled to compensation) under laws administered by the Department of Veterans Affairs for a disability which is rated at 30% or more, or rated at 10 or 20%, in the case of a veteran who has been determined under 38 U.S.C. to have a serious disability affecting employment; or a person who was discharged or released from active duty because of a service-connected disability.

A Vietnam-era veteran, for purposes of this program, is defined as a person who: (a) served on active duty for a period of more than 180 days and was discharged or released with other than a dishonorable discharge, if any part of such active duty occurred (1) in the Republic of Vietnam between February 28, 1961 and May 7, 1975; or (2) between August 5, 1964 and May 7, 1975, in all other cases; or (b) was discharged or released from active duty for a service-connected disability, if any part of such active duty was performed (1) in the Republic of Vietnam between February 28, 1961 and May 7, 1975; or (2) between August 5, 1964 and May 7, 1975, in all other cases.

Information will be kept confidential, except that supervisors may be informed regarding work restrictions, first aid and safety personnel may be given appropriate information, and government officials investigating compliance shall be informed.

Responsibility and Implementation

It is our firm belief that jobs must be open to all qualified persons, and we are committed to the success of an Affirmative Action Program as an important business goal. Ann B. Prenatt, Vice Chancellor for Human Resources, is the official who has overall responsibility for the University’s equal employment opportunity programs. The immediate responsibility for the University’s equal employment opportunity programs has been assigned to Lorraine A. Goffe-Rush, Assistant Vice Chancellor for Human Resources. If you are interested in reviewing the Affirmative Action Program or reporting any instance of nonconformity with this policy, please contact Ms. Goffe-Rush.

No employee or applicant will be coerced, intimidated, interfered with or discriminated against for filing a complaint or assisting in an investigation concerning equal employment opportunity.

MSW/js