

To All Members of the RIT Community:

The success of RIT's affirmative action program and policies of non-discrimination and equal employment opportunity is dependent upon its administration. As RIT's Affirmative Action Officer, I have direct responsibility for ensuring that our non-discrimination and equal employment opportunity policies are followed and that RIT's Affirmative Action Plan is implemented in good faith in accordance with the requirements of Executive Order 11246 of September 24, 1965 and the Office of Federal Contract Compliance Programs' Code of Federal Regulations, Title 41, Chapter 60-2, "Affirmative Action Programs."

RIT through its policies and practices is responsible for building an inclusive environment where membership in the community allows for faculty, staff and students to reach their fullest potential, both professionally and personally. RIT is committed to the development, administration and interpretation of policies and procedures in a way that is consistent with our commitment to diversity. RIT believes that adherence to the Affirmative Action Plan will enable our faculty, staff, and students to realize this potential. This Affirmative Action Plan covers policies and procedures necessary to support this initiative. These include the following:

- Ensuring that all employment decisions, including hirings, terminations, promotions and training are made in accordance with federal and state laws, regulations and orders without regard to race, color, creed, age, marital status, sex, gender, religion, sexual orientation, gender identity, gender expression, national origin, veteran status, disability or any other basis protected by law;
- Educating employees and search committees regarding our equal employment opportunity and affirmative action policies; and
- Distributing information about equal access/equal opportunity and affirmative action policies.

RIT's Human Resources Department monitors our procedures, practices and progress towards our goals and reports potential problems to me. RIT will investigate circumstances of possible discrimination and will take appropriate action to correct any problems that may exist.

Thank you for your continued support of RIT's commitment to diversity.

Very truly yours,

Keith Jenkins
Vice President and Associate Provost for Diversity and Inclusion
Affirmative Action Officer