



Cornell University

Elizabeth Garrett
President

**Cornell University
President's Affirmative Action Statement 2015–2016**

August 1, 2015

As Cornell University celebrates its 150th anniversary, we also celebrate our commitment to a diverse and inclusive faculty, student body and workforce. Grounded in the founding principles of Ezra Cornell and Andrew Dickson White, Cornell continues to lead the way in diversity and inclusion in higher education. As a distinguished and distinctive research university, Cornell recognizes that learning, innovation, and productivity are best advanced through the full participation of individuals with diverse points of view, perspectives, and approaches, who come from different backgrounds and experiences.

Cornell's foundation for success in diversity and inclusion includes its commitment to the principles of equal employment opportunity and affirmative action for women, individuals of color, veterans, individuals with disabilities, and LGBTQ+ staff and faculty. Cornell University prohibits employment discrimination and harassment based on any aspect of diversity protected by federal, state, or local law. The university also provides reasonable accommodations to staff and faculty who are disabled veterans or have a disability, as well as reasonable accommodations based on religion, to support the full employment engagement of these individuals. Cornell strives to attract and retain qualified individuals for employment who are military veterans or individuals with disabilities and provides full access to the employment process.

In addition to the implementation of affirmative action plans required by federal law and made available online, Cornell University has developed a gender equity plan and a disability strategic plan, and has also shared its progress in addressing diversity and inclusion through its Annual Diversity and Inclusion Report. Our diversity and inclusion efforts are driven, in large part, through the university's institutional framework, *Toward New Destinations*, which is designed to support our increasingly diverse student population, faculty, and workforce. Information about the university's diversity and inclusion initiatives is chronicled on the diversity web page (<http://diversity.cornell.edu/>) and information about the university's equal employment and affirmative action efforts can be obtained through the university's EEO officer, the Associate Vice President for Inclusion and Workforce Diversity.

As I enter my first year as president of Cornell University, I will continue to emphasize our long-standing commitment to broad demographic diversity and an engaged and inclusive community—both necessary components of our success as one of the world's leading universities that produces scholarship, creative work, and education that will improve the well-being of people in our community and around the world.

A handwritten signature in cursive script, appearing to read "E. Garrett".

Elizabeth Garrett