September 9, 2013

Dear Members of the Cornell Community:

As president of Cornell University, I am pleased to reaffirm the university’s commitment to affirmative action in the workplace and equal employment opportunity (EEO) for Cornell’s staff and faculty.

Cornell recognizes the benefits to individuals, the campus community and the larger society that come through a diverse workforce and an inclusive work environment, and seeks to comply with all federal, state and local laws prohibiting employment discrimination on the basis of race, color, creed, religion, national or ethnic origin, sex, sexual orientation, gender identity or expression, age, disability, veteran status and other areas protected by law. The university’s EEO policy applies to all employment decisions affecting faculty, staff members and job applicants including, but not limited to, recruitment, selection, placement, employee development, promotions, retention, compensation, leaves of absence, benefits, disciplinary action, transfers, demotions, terminations, and layoffs.

Cornell also is committed to hiring and advancing individuals of color, women, individuals with disabilities, and veterans. We invite prospective and current employees who have a disability, as well as veterans who wish to be included under our Affirmative Action Program, to identify themselves during the application process or in the personal information section of Cornell’s Workday employee system. This identification is strictly voluntary and confidential.

Lynette Chappell-Williams, associate vice president of inclusion and diversity, is the university’s EEO officer and is responsible for the implementation of equal employment opportunity and affirmative action throughout all colleges and units of Cornell’s Ithaca campus. One of her responsibilities is to establish and maintain internal audit and reporting systems to regularly measure the effectiveness of the university’s affirmative action and equal employment opportunity policies and practices.

Cornell’s Comprehensive Workforce Inclusion Plan Incorporating Affirmative Action Obligations sets forth the policies, practices, and procedures the university applies to ensure non-discrimination and affirmative action for qualified women, individuals of color, individuals with disabilities, and veterans. This document is available for inspection at www.hr.cornell.edu/diversity/eeeo/. Questions about specific policies, practices or procedures should be directed to your supervisor, your HR representative, Lynette Chappell-Williams, Mary Opperman, vice president, Human Resources & Safety Services, or to me.

Cornell’s commitment to equal employment opportunity and affirmative action is the foundation for the university’s diversity initiative, Toward New Destinations, which the university launched in March 2012. A diverse work and educational environment benefits not only the individuals for whom
opportunities are expanded, but also the entire university community. In addition Cornell, as an institution of education, discovery, and public engagement, has a responsibility to promote public service, outreach, economic development, technology transfer, and cultural opportunities to realize the potential of all our people.

Cornell has a proud record of innovation, support and dedication to diversity and inclusion in our community. I encourage all employees of Cornell to join me in building upon that legacy and to take an active role in advancing affirmative action and equal employment opportunity at the university.

Best regards,

David J. Skorton