

### **Chapter 3. Affirmative Action and Equal Employment Opportunity**

Brown University provides equal opportunity and prohibits discrimination, harassment and retaliation based upon a person's race, color, religion, sex, age, national or ethnic origin, disability, veteran status, sexual orientation, gender identity, gender expression, or any other characteristic protected under applicable law, in the administration of its policies, programs, and activities. The University recognizes and rewards individuals on the basis of qualifications and performance.

The University maintains an affirmative action program in employment for minorities, women, persons with disabilities and veterans, and requires its employees to take good faith efforts to comply with the program. The University encourages those with whom it conducts business to meet the commitments of this important program.

Brown University produces its Affirmative Action Plan (AAP) on an annual basis. The AAP includes an analysis of the University's workforce, and outlines policies and actions for compliance with federal nondiscrimination regulations.

For further information about the AAP, please contact the Office of Institutional Equity and Diversity at [Institutional\\_Diversity@brown.edu](mailto:Institutional_Diversity@brown.edu) or (401) 863-2216