



Diversity & Access Office

Diversity & Equal Opportunity @ Stanford

Diversity & Access

[Staff / Contact Us](#)

[Mission and Goals](#)

[Diversity & Equal Opportunity @ Stanford](#)

» [Diversity Facts](#)

» [Staff Groups](#)

[Disability Access @ Stanford](#)

[Springfest](#)

[Workshops](#)

[FAQs](#)

[Sites of Interest](#)

« [D&A Home](#)

President's Message on Equal Opportunity

Equal Employment Opportunity Statement

Reaffirmation of Policy
Stanford University

Stanford University is an institution dedicated to the pursuit of excellence. Central to that premise is our institutional commitment to the principle of diversity. To encourage such diversity, we prohibit discrimination and harassment and provide equal opportunity for all employees and applicants for employment regardless of race, color, religious creed, national origin, ancestry, sex, sexual orientation, veteran status, marital status, age, disability (including HIV and AIDS), and medical condition. Furthermore, it is the University's policy that there shall be no discrimination or retaliation against employees who raise issues of discrimination or potential discrimination, who participate in the investigation of such issues, or who request or take family leave pursuant to the California Family Rights Act (CFRA) or the federal Family and Medical Leave Act of 1993 (FMLA).

A simple policy of equal employment opportunity, however, may not suffice to attract a diverse applicant pool to our campus. Some barriers are built into our society and, therefore, require the more active responses characteristic of affirmative action for locating and recruiting applicants. Hiring decisions that appear to have been reached neutrally may in fact be discriminatory if the applicant process is not accessible to women and minority group members.

The University does not sacrifice job-related standards when it

engages in affirmative action. The best qualified person for a given position must always be hired; that is the essence of equal opportunity. Affirmative action simply asks us to cast our net more widely to broaden the competition, and to develop innovative personnel management strategies for groups that have historically been underrepresented in certain roles in our society.

The President and Provost have delegated certain key responsibilities for the implementation of equal employment opportunity and affirmative action programs and practices to LaDoris H. Cordell, Vice Provost for Campus Relations (650/723-3484). Effective action, however, requires the personal involvement of all members of the Stanford community. In particular, academic administrators, managers, and supervisors must individually invest time and effort to accomplish our institutional objectives.

We have made much progress, but there are still areas that require our attention. The distribution of women and minorities among the ranks of the professoriate, in senior administrative positions, and in a number of other areas is far from ideal. Continued dedication and attention by the members of our community is called for, particularly in the face of low representation of women and minorities in certain availability pools.

Stanford University therefore reaffirms its commitment to diversity and affirmative action, as well as to equal opportunity. Our educational purposes will be served best if the country's demographic diversity finds a presence on campus, and we thereby reflect the full range and the full capacity of this society.

Stanford will update and reaffirm this Statement annually.

John Hennessy
President

January 2003

OCR Offices: [Diversity & Access](#) · [Help Center](#) · [WorkLife](#) · [Sexual Harrassment Policy](#) · [Ombuds](#)

OCR Home Page · [Who We Are](#) · [Contact Us](#) · [University Policies](#) · [Questions? Help?](#)

© 2002 Stanford University. All Rights Reserved. Stanford, CA 94305. 650-723-2300. [Terms of Use](#)