

# UNIVERSITY OF PENNSYLVANIA POLICY ON EQUAL OPPORTUNITY

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The University of Pennsylvania's special character is reflected in the wide variety of backgrounds, experiences, and perspectives of the Penn community. We seek talented faculty, students, and staff who will constitute a vibrant community and help create an educational and working environment that best supports the University's commitment to excellence in teaching, research, and scholarship.

Penn's commitment to equal opportunity and nondiscrimination is fundamental to the University's mission of advancing knowledge, educating leaders for all sectors of society, and public service. The University of Pennsylvania prohibits unlawful discrimination based on race, color, sex, sexual orientation, religion, creed, national origin (including shared ancestry or ethnic characteristics), citizenship status, age, disability, veteran status, or any other class protected under applicable federal, state, or local law.

Penn is committed to ensuring that its academic, social, recreational programs and services as well as opportunities for admission and employment are available on a nondiscriminatory basis without regard to an individual's legally protected class status. The Office of Equal Opportunity Programs, in collaboration with the Division of Human Resources and the Office of the Provost, oversees the implementation and administration of the University's equal opportunity and nondiscrimination policies and programs.

The University recognizes the right of members of the community to raise questions and pursue complaints of discrimination and adheres to a strict policy that prohibits retaliation for doing so. Questions, complaints of alleged discrimination, or concerns regarding these policies or their implementation may be directed to the executive director of the Office of Equal Opportunity Programs, Franklin Building, Suite 421, 3451 Walnut Street, Philadelphia, PA 19104-6205, (215) 898-6993 or fax (215) 746-7088.

(Source: Almanac, February 13, 2025 (<https://almanac.upenn.edu/#of-record-university-of-pennsylvania-policy-on-equal-opportunity-and-equal-opportunity-and-nondiscrimination-statement>))