

Policy Name: Equal Education Opportunity

Approval Authority: RBHS Chancellor

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Revisions: 01/10/12, 04/10/2013

1. Who Should Read This Policy

All Rutgers University faculty, staff, and students within Robert Wood Johnson Medical School, School of Health Related Professions, Rutgers School of Dental Medicine, New Jersey Medical School, Graduate School of Biomedical Sciences, School of Public Health, and School of Nursing (former UMDNJ School of Nursing).

2. Related Documents (refer to policies.rutgers.edu for additional information)

Policy 60.1.12, Policy Prohibiting Discrimination and Harassment

Harassment Complaint Process: <http://uhr.rutgers.edu/documents/harass-compl-process.pdf>

Discrimination Complaint Process: <http://uhr.rutgers.edu/documents/discrim-compl-process.pdf>

3. The Policy

A. Requirements:

1. Rutgers Biomedical and Health Sciences (RBHS) reaffirms its policy of conducting admissions, educational, and all related and supporting services in a manner which does not discriminate unlawfully because of a person's race, color, ancestry, religion, sex (including pregnancy), national origin, disability, age, sexual orientation, gender identity or expression, marital, familial, domestic partnership or civil union status, military or veterans status, or genetic information or other characteristics which lawfully cannot be a basis for the administration of such services.
2. RBHS values diversity and seeks to train practitioners and researchers in the various health fields who have backgrounds reflective of the diversity of the people they serve. Therefore, RBHS is committed to encouraging applicants from underrepresented minority groups and women, to identifying and correcting the effects of any past discrimination in the provision of educational and related services, and to using organizational procedures which will assure equal treatment and access to the facilities and educational benefits of the University to all RBHS students.

B. Responsibilities:

1. Schools are responsible for:
 - a. developing admission policies that include a competitive review of all applicants providing for a flexible, holistic and individual review of all applications for admission;
 - b. considering workable race-neutral alternatives if admissions policies include consideration of race/ethnicity;
 - c. regularly reviewing data to ascertain the need, if applicable, for race/ethnicity conscious admissions policies and reviewing the benefits that are derived from such policies;
 - d. actively identifying and recruiting students from underrepresented minority groups, and women;
 - e. hearing and/or resolving complaints concerning discrimination in admissions, financial aid, and other educational services; and
 - f. providing to the Office of Institutional Diversity and Equity by November 30, a summary of efforts made to attract and retain students from underrepresented minority groups and women and a list of discrimination complaints and how they were resolved.
2. The Office of Institutional Diversity and Equity is responsible for reviewing admission rates, attrition rates and complaints reported and making recommendations, where necessary.