

Effective Date: April 1, 2015

Revised: July 27, 2022

POLICY

ACADEMICS, EMPLOYMENT, ETHICS, STUDENT LIFE

# Equal Opportunity/Affirmative Action Policy

RESPONSIBLE OFFICE

Equal Opportunity Office

*\*Note: This Policy was replaced on October 15, 2024 by the [Interim Equal Opportunity and Title IX Policy](#). The [Interim Equal Opportunity and Title IX Policy](#) and corresponding [Interim Equal Opportunity and Title IX Procedures](#) are effective October 15, 2024 and apply to conduct that occurs on or after October 15, 2024.*

Since its founding in 1869, Boston University has been dedicated to equal opportunity and has opened its doors to students without regard to race, sex, creed, or other irrelevant criteria. Consistent with this tradition, it is the policy of Boston University to promote equal opportunity in educational programs and employment through practices designed to extend opportunities to all individuals on the basis of individual merit and qualifications, and to help ensure the full realization of equal opportunity for students, employees, and applicants for admission and employment. The University is committed to maintaining an environment that is welcoming and respectful to all.

Boston University prohibits discrimination against any individual on the basis of race, color, natural or protective hairstyle, religion, sex, age, national origin, physical or mental disability, sexual orientation, gender identity, genetic information, military service, pregnancy or pregnancy-related condition, or because of marital, parental, or veteran status. This policy extends to all rights, privileges, programs, and activities, including admissions, financial assistance, educational and athletic programs, housing, employment, compensation, employee benefits, and the providing of, or access to, University services or facilities. Boston University recognizes that non-discrimination does not ensure that equal opportunity is a reality. Accordingly, the University will continue to take affirmative action to achieve equal opportunity through recruitment, outreach, and internal reviews of policies and practices.

The coordination and implementation of this policy is the responsibility of the Executive Director of Equal Opportunity. The officers of the University and all deans, directors, department heads, and managers are responsible for the proper implementation of equal opportunity and affirmative action in their respective areas, and they are expected to exercise leadership toward their achievement. It is expected that every employee of Boston University will share this commitment and cooperate fully in helping the University meet its equal opportunity and affirmative action objectives.

Boston University has developed detailed procedures, described in its [Complaint Procedures in Cases of Alleged Unlawful Discrimination or Harassment](#), by which individuals may bring forward concerns or complaints of discrimination and harassment. Retaliation against any individual who brings forward such a complaint or who cooperates or assists with an investigation of such a complaint is both unlawful and strictly prohibited by Boston University. Inquiries regarding this policy or its application should be addressed to the Executive Director of Equal Opportunity.

### [Equal Opportunity Office](#)

888 Commonwealth Ave., Suite 303  
Boston, MA 02215  
617-353-9286

Inquiries concerning application of Title IX, which prohibits discrimination on the basis of sex may be also directed to the Executive Director of Equal Opportunity, who serves as the University's Title IX Coordinator, or to the Office for Civil Rights.

888 Commonwealth Ave., Suite 303  
Boston, MA 02215  
617-353-9286

U.S. Department of Education

5 Post Office Square, 8th floor  
Boston, Massachusetts 02110  
617-289-0111

Inquiries concerning the application of Section 504 to students with disabilities and campus accessibility matters should contact Director of Disability Services (and Section 504 Coordinator).

Disability and Access Services

25 Buick Street Suite 300  
Boston, MA 02215  
617-353-3658  
Email: [access@bu.edu](mailto:access@bu.edu)

Inquiries concerning the application of the Americans with Disabilities Act/Section 504 to employees and applicants for employment may be made to the Executive Director of Equal Opportunity.

Equal Opportunity Office

888 Commonwealth Ave., Suite 303  
Boston, MA 02215  
617-353-9286

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END OF POLICY TEXT

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# Additional Resources Regarding This Policy

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THIS POLICY IS PART OF THE [EMPLOYEE HANDBOOK](#), AND SHOULD BE READ IN CONJUNCTION WITH ALL OF THE POLICIES THAT COMPRISE THE HANDBOOK. THE PROVISIONS OF THE EMPLOYEE HANDBOOK DO NOT CONSTITUTE AN EMPLOYMENT CONTRACT AND DO NOT ALTER THE AT-WILL STATUS OF AN EMPLOYEE.

## Related Policies and Procedures

- [Employee Handbook Policies Manual](#) (staff)
- [Website Policy](#)
- [Complaint Procedures in Cases of Alleged Unlawful Discrimination or Harassment -](#)  
These Procedures apply to conduct that occurred on or before October 14, 2024. They were replaced on October 15, 2024 by the [Interim Equal Opportunity and Title IX Policy's](#) corresponding [Interim Equal Opportunity and Title IX Procedures](#). The new Policy and Procedure are effective October 15, 2024 and apply to conduct that occurs on or after October 15, 2024.
- [Boston University Notice of Nondiscrimination](#)
- [Code of Ethical Conduct](#)

This Policy is also a part of the [Faculty Handbook](#) section on [Human Resources](#).

## Related BU Websites

- [Equal Opportunity Office](#)
- [Human Resources](#)
  - [HR Policies](#)
  - [Manager Resources](#) - HR Website
    - [Leaves of Absence](#)
- [Disability and Access Services Office](#)
  - [Accommodations/Campus Accessibility](#)

- [BU's Diversity Statement](#)
- [Diversity at Boston University](#) - Office of the Provost

## Forms

- [Accommodation Request Form](#) (managed by the [Equal Opportunity Office](#))
- [Advisor Designation Form](#) – inform the University of your selected advisor (managed by the [Equal Opportunity Office](#))
- [Incident Report Form](#) – report any concerns to the EOO (managed by the [Equal Opportunity Office](#))
- [BU Formal Complaint Form](#) – ask the University to take action by conducting a formal University investigation or facilitating an informal resolution between the parties

## Guides

- [Reporting Options](#) - summary of reporting options available to the BU community
- [Resources and Options at Boston University](#) - comprehensive overview of the resources available across BU and the surrounding community
- [Supportive Measures](#)– supportive measures available at BU

## Memorandums

Provost Memorandum, [Formation of the Bias Review Team at Boston University](#),  
October 4, 2024

Categories: Academics, Employment, Employment, Ethics, Faculty, Faculty Handbook: Human Resources, Harassment and Discrimination, Non-Represented Staff, Student Life, University Policies Affecting Student Life, Workplace Keywords: aa, affirmative, affirmative action, Employee Handbook, eo, eoo, equal opportunity, handicap, minority