

Affirmative Action

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WPI is committed to building a diverse faculty and staff for employment and promotion to ensure the highest quality workforce, to reflect human diversity, and to improve opportunities for minorities and women. WPI embraces diversity, the combination of diversity and inclusion optimizes employee performance, engagement, and productivity. WPI respects the dignity and worth of all individuals, we encourage initiative of each employee, challenge individual capabilities and provide equal opportunity for development.

WPI does not discriminate against any faculty or staff, or any applicant for employment, on the basis of disability, protected veteran status, race, ethnicity, gender, or any other class or characteristic protected by applicable federal, state, or local law. This applies to all terms and conditions of employment, including recruitment, hiring, appointment, training, promotion, compensation, benefits, transfer, termination, education tuition assistance, and social and recreational programs. Our commitment to equal employment opportunity includes making reasonable accommodation to the known physical or mental impairments of otherwise qualified individuals. Our role is to advance staff diversity and inclusion efforts and to offer assistance in reaching the goals of affirmative action.

Monitoring Affirmative Action

The Human Resources team monitors employment activity to ensure that the university's non-discrimination policy is carried out. Monitoring is conducted semi-annually. Procedures are reviewed if problems are identified. Human Resources reports regularly on the effectiveness of the program and submits recommendations to improve any unsatisfactory performance.

A summary of the "Affirmative Action Plan for Minorities and Females," as well as the "Plans for Workers with Disabilities and Vietnam Era Veterans," may be reviewed by

employees and applicants for employment. This information is available in Human Resources in Boynton Hall.

Invitation to Self-Identify

WPI is subject to certain nondiscrimination and affirmative action, record keeping, and reporting requirements for the administration of civil rights laws and regulations. In order to comply with these laws, WPI invites applicants and employees to voluntarily self-identify their race/ethnicity, disability and veteran status. Submission of this information is voluntary and refusal to provide it will not subject you to any adverse treatment. The information obtained is kept confidential and may only be used in accordance with the provisions of applicable federal laws, executive orders, and regulations.

SELF-IDENTIFICATION OF A DISABILITY

Federal law requires that WPI invite each of its faculty and staff to complete and return a Voluntary Self-Identification of Disability Questionnaire. As you consider your response to the questionnaire, please note the legal definition of a disability is likely broader than you may anticipate and may apply to you even though you may have never considered yourself as having a disability. Please read Important Information about Self-Identification of Disability for more information.

[Important Information about Self-Identification of Disability](#)

To assist our affirmative action efforts, you may voluntarily complete the Self-Identification of Disability Questionnaire in the personal info tab of [Banner Self-serve](#) or fill out the questionnaire below and return it to the Human Resources in Boynton Hall.

[Self-Identification of Disability Questionnaire](#)

SELF-IDENTIFICATION OF VETERAN STATUS

WPI is subject to the Vietnam Era Veterans' Readjustment Assistance Act of 1974 (VEVRAA), as amended by the jobs for Veterans Act of 2002, 38 U.S.C. 4212. The

equal opportunity clause of VEVRAA requires government contractors to take affirmative action to employ and advance in employment “Protected Veterans.”

Protected Veterans are defined by the government to include the following classifications:

- **Disabled Veteran is:** (i) a veteran of the U.S. military, ground, naval, or air service who is entitled to compensation (or who but for the receipt of military retired pay would be entitled to compensation) under laws administered by the Secretary of Veterans Affairs; or (ii) a person who was discharged or released from active duty because of a service-connected disability.
- **Recently Separated Veteran** means any veteran during the three-year period beginning on the date of such veteran’s discharge or release from active duty in the U.S. military, ground, naval, or air service.
- **Active Duty Wartime or Campaign Badge Veteran** means a veteran who served on active duty in the U.S. military, ground, naval, or air service during a war, or in a campaign or expedition for which a campaign badge has been authorized under the laws administered by the Department of Defense.
- **Armed Forces Service Medal Veteran** means a veteran who, while serving on active duty in the U.S. military, ground, naval, or air service, participated in a United States military operation for which an Armed Forces service medal was awarded pursuant to Executive Order 12985.

Faculty and staff are encouraged to self-identify their veteran status. If you believe you belong to any of the classifications of Protected Veterans listed above, you may choose to assist our affirmative action efforts by voluntarily completing the Invitation to Self-Identify Veteran Questionnaire in the personal tab of Banner [Self-serve](#) or by completing the form below and returning it to Human Resource in Boynton Hall.

[Invitation to Self-Identify Veteran Questionnaire](#)