



June 14, 2013

TO: All Employees  
FROM: Nariman Farvardin  
RE: Equal Employment Opportunity Policy

As President of Stevens Institute of Technology, I am personally committed to the principle of equal employment opportunity for all.

Stevens, too, is morally and legally committed to this principle and fully subscribes to an employment policy that prohibits discriminatory practices or harassment against applicants or employees based on any legally impermissible factors. These factors include, but are not necessarily limited to, race, color, religion, creed, sex, national origin, nationality, citizenship status, age, ancestry, marital or domestic partnership or civil union status, familial status, affectional or sexual orientation, gender identity or expression, atypical cellular or blood trait, genetic information, pregnancy or pregnancy-related medical conditions, disability, or any protected military or veteran status.

All employment decisions that are made will be consistent with this policy. Employment decisions include recruitment, hiring, compensation, training, promotion, transfer, discipline, demotion, termination, and selection for internal employment opportunities.

Stevens will take positive steps to implement this policy and ensure commitment to its underlying principles. Mark Samolewicz, Vice President for Human Resources is responsible for the implementation of and continued compliance with the Equal Employment Opportunity policy. If you have any questions or concerns, please contact Mark at 201-216-5218 or at [Mark.Samolewicz@stevens.edu](mailto:Mark.Samolewicz@stevens.edu).

Sincerely,

Nariman Farvardin  
President, Stevens Institute of Technology