

**Updated April 21, 2026 EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT**  
**41 C.F.R. Section 60-741.44(a); 60-300.44(a)**

Stevens Institute of Technology is committed to providing equal opportunity to all persons and to fostering a work environment that values fairness, dignity, and respect in support of the university's educational and research mission. No employee or applicant for employment will be discriminated against because of race, color, religion, sex, sexual orientation, national origin, disability, military and/or veteran status, or any other characteristic protected by federal, state or local law.

Stevens Institute of Technology will recruit, hire, train and promote qualified individuals in all job titles, and ensure that all other personnel actions are administered without regard to protected characteristics. Stevens will comply with equal opportunity laws, including but not limited to, Section 503 of the Rehabilitation Act of 1973, as amended, which prohibits federal contractors from discriminating against qualified individuals with disabilities and requires affirmative action to employ and advance these individuals in all employment practices; and the Vietnam Era Veterans Readjustment Assistance Act of 1974, which requires federal contractors to take affirmative action to employ and advance protected veterans. Stevens Institute of Technology does not discriminate on the basis of national origin or citizenship status as provided under the Immigration Reform and Control Act of 1986.

To further implement these policies, Stevens Institute of Technology will continue to:

- A. Base decisions on employment so as to further the principle of equal employment opportunity;
- B. Ensure that promotion decisions are in accordance with the principles of equal employment opportunity by imposing only valid requirements for promotional opportunities;
- C. Ensure that all personnel actions (including but not limited to compensation, benefits, transfers, layoffs, return from layoffs, University-sponsored training, education, tuition assistance, social and recreational programs) are administered without regard to characteristics protected by federal, state or local law.

Employees and applicants shall not be subjected to harassment, intimidation, threats, coercion, discrimination, or retaliation because they have engaged in or may engage in any of the following activities:

- A. Filing a complaint;
- B. Assisting or participating in an investigation, compliance evaluation, hearing, or any other activity related to the administration of affirmative action and equal opportunity regulations;
- C. Opposing any act or practice made unlawful by affirmative action and equal opportunity regulations, including federal, state and local law;
- D. Exercising any other right protected by affirmative action and equal opportunity regulations.

Stevens Institute of Technology is committed to providing reasonable accommodations to qualified individuals with disabilities, individuals with sincerely held religious beliefs and practices, and individuals affected by pregnancy, childbirth, or related medical conditions, unless doing so would impose an undue hardship. The university engages in an interactive process when evaluating requests for reasonable accommodation.

Human Resources is responsible for compliance with State and Federal equal employment opportunity laws, and for implementing the affirmative action program, including equal employment practices, monitoring, and internal reporting. Employees believing they have not been treated in accordance with this policy are encouraged to contact [humanresources@stevens.edu](mailto:humanresources@stevens.edu) during regular business hours. The affirmative action plan is available for review at the Human Resources office during regular business hours by appointment. Employees and applicants wishing to self-identify as a protected veteran or individual with disability, including voluntarily updating their disability status, or to request a reasonable accommodation necessary for the performance of the essential functions of a job, may do so by contacting Human Resources.

This policy statement has the support of the President, Nariman Farvardin. Equal employment opportunity and affirmative action are not only the law but are principles of Stevens Institute of Technology and require maximum cooperation from every employee throughout our organization.