



May 12, 2020

The National Institutes of Health
9000 Rockville Pike
Bethesda, Maryland 20892

To Whom it May Concern:

Rutgers University is committed to fostering and maintaining a diverse and welcoming workplace – an environment of excellence in which all individuals can participate to the full level of their capabilities, realize their aspirations and contribute to the increasingly global society in which we live.

We have implemented University-wide policies and procedures to support our community by providing a civil, safe, and respectful environment, free from discrimination and unlawful harassment, sexual or otherwise. Rutgers University has adopted policies that clearly define discrimination, harassment, and other proscribed activities, and we have created procedures and supplemental resources that clarify the processes for reporting and responding to violations of our policies and that provide additional protections for members of our community. Our relevant policies include:

- *Policy Prohibiting Discrimination and Harassment*
- *Policy Prohibiting Sexual Harassment, Sexual Violence, Relationship Violence, Stalking, and Related Misconduct by Employees and Third Parties*
- *Policy Prohibiting Workplace Violence*
- *Student Policy Prohibiting Sexual Harassment, Sexual Violence, Relationship Violence, Stalking, and Related Misconduct*
- *Conscientious Employee Protection Policy*
- *Equal Employment Opportunity and Affirmative Action Policy*
- *Staff and Faculty Guidelines for Religious Accommodations*
- *Staff and Faculty Guidelines for Disability Accommodations*

Together, these policies and procedures establish Rutgers' expectations for conduct between and among the members of the Rutgers community and define the processes that we use to respond to incidents of non-compliance.

The Rutgers Office of Employment Equity (OEE) investigates complaints of discrimination and harassment based on membership in a protected class, sexual harassment, sexual misconduct, workplace violence, and *Conscientious Employee Protection Policy* violations. OEE is responsible for coordinating the university's efforts to provide reasonable accommodations based on a staff member's disability and for coordinating the university's efforts to provide reasonable accommodations for staff employee's religious observances and/or practices. In addition, OEE ensures Rutgers' compliance with state and federal equal opportunity employment and affirmative action laws and regulations. OEE oversees the *Unlawful Harassment Prevention Program* that includes mandatory education to help faculty and staff recognize situations that involve unlawful harassment and respond appropriately; provides interactive training sessions related to harassment, discrimination, disability, and affirmative action for departments and academic units; and maintains additional training material for use by members of the community.

The Rutgers office of University Ethics and Compliance (UEC) provides institutional oversight to ensure that our policies and procedures are consistent with appropriate laws, regulations, and practices; establishes



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guidelines related to ethical and appropriate business conduct; conducts reviews and assessments to evaluate compliance with laws, regulations, and institutional policies; and investigates incidents and complaints to identify and correct non-compliance where necessary. UEC works closely with OEE, Academic Affairs, Student Affairs, General Counsel, and the University's senior leaders to ensure that ethical issues and concerns affecting interpersonal interactions which may not fall under the purview of a particular policy are addressed appropriately by the University.

In addition, the University's Title IX Coordinators, our offices of Violence Prevention and Victim Assistance, and specialized programs within our Division of Intercollegiate Athletics not only provide support services and assistance to victims of discrimination and harassment, but offer a variety of education and awareness resources and educational activities available to students, faculty, and staff to increase awareness and educate the community about appropriate prevention and response activities.

Our policies and procedures ensure that Rutgers is able to provide a prompt, well-defined, and appropriate response to allegations of discriminatory practices. Our Office of Research and Economic Development is informed of administrative and disciplinary action taken by the University against faculty and staff with research responsibilities to help ensure prompt notification to the NIH of any change in the status of the PD/PI or other senior/key personnel that impacts the ability of the PD/PI or other key personnel to continue in the role on the relevant NIH training award.

Please let me know if you have any questions regarding our policies, procedures, and programs for providing an appropriate and professional environment for our research personnel.

Very truly yours,

A handwritten signature in blue ink, appearing to read 'T. Fournier', with a long horizontal stroke extending to the left.

Dr. Timothy J Fournier
Senior Vice President and Chief Enterprise Risk
Management, Ethics, Audit, and Compliance Officer