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Virginia Tech is a public land-grant university committed to principles of access and inclusion. We believe in the inherent dignity and value of every person and strive to maintain a climate for work and learning based on mutual respect and understanding, as affirmed in Virginia Tech's *Principles of Community*.

It is the policy of Virginia Tech to provide equal opportunity for all qualified individuals. We reject all forms of prejudice and discrimination, including those based on age, color, disability, gender, national origin, political affiliation, race, religion, sexual orientation and veteran status. It is the responsibility of all supervisory personnel to maintain an environment free from harassment and discrimination. In furtherance of this policy, retaliation against an individual who files a complaint or who participates or assists in an investigation, compliance review, hearing or other activity related to discrimination is expressly prohibited.

As part of its responsibilities as a recipient of federal funds, the university is required to take affirmative action to employ, advance in employment, and otherwise provide equal treatment for qualified women, minorities, individuals with disabilities and qualified covered veterans. Virginia Tech's commitment to nondiscrimination and affirmative action is of the highest priority and is to be adhered to as such.

The university's affirmative action plans for women, minorities, persons with disabilities, and qualified covered veterans are available for review at the University's Office for Equal Opportunity. Individuals who have concerns regarding discriminatory practices or treatment, including sexual harassment, should contact that office, located at 336 Burruss Hall, (540) 231-7500, or TTY: (540) 231-9460.

Please join me in reaffirming our commitment to the principles of equal opportunity and affirmative action. Through living and working in accordance to these principles we can realize our goal of a community that nurtures learning and growth for all of its members.

Charles W. Steger  
President

*Invent the Future*