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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 and university policy 1025*.

Virginia Tech does not discriminate against employees, students, or applicants on the basis of age, color, disability, sex (including pregnancy), gender, gender identity, gender expression, genetic information, national origin, political affiliation, race, religion, sexual orientation, or veteran status, or otherwise discriminate against employees or applicants who inquire about, discuss, or disclose their compensation or the compensation of other employees or applicants, or any other basis protected by law. It is the responsibility of all personnel to foster and maintain an environment free from harassment and discrimination. In furtherance of policy 1025, 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. Individuals, who have concerns regarding discriminatory practices or treatment, including sexual harassment, should contact Equity and Accessibility North End Center, Suite 2300, (540) 231-2010.

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 protected 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 protected veterans are available for review at the Office for Equity and Accessibility.

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.

Sincerely,
Dr. Timothy D. Sands
President