

## ***Resources for the Faculty & Staff***

### **Office of Affirmative Action & Equal Opportunities Programs**

**Address:** 3600 Chestnut Street, Sansom Place East, Suite 228  
**Training Officer:** Ralph J. De Lucia, M.S.  
**Phone:** 215-898-1745  
**Fax #:** 215-662-7862  
**Website:** <http://www.upenn.edu/affirm-action>

---

#### **Mission:**

The mission of the OAA/EOP is to provide central leadership and support for the University's efforts to achieve an educational and work environment that is diverse in race, ethnicity, interest, abilities and perspective.

The office will ensure the implementation of equal opportunity, affirmative action and nondiscrimination policies through education, training and active partnership with others from the campus and the broader Philadelphia communities.

#### **Training & Development Mission:**

To provide education programs on Penn's Affirmative Action and nondiscrimination policies, as well as specific topics related to affirmative action, nondiscrimination, equal opportunity, diversity, disability, sex discrimination and other forms of prohibited discrimination.

To provide educational programs tailored to department-specific issues, and to provide technical assistance to University personnel on affirmative action and nondiscrimination issues.

#### **Services:**

The services of the office include, but are not limited to, the following: investigate complaints of harassment and other forms of prohibited discrimination; provide training on affirmative action, equal opportunity and nondiscrimination policies; offer suggestions on outreach and recruitment strategies, consult with faculty and staff with disabilities on request for reasonable accommodation, as well as consulting with managers and supervisors who need information on how to provide reasonable accommodation to employees with disabilities.

#### **Who's Eligible?**

All University and related faculty, staff, students, and collective bargaining staff are eligible.