



In

MELIORA – We strive to be ever better, for everyone.

EQUITY – We commit to diversity, inclusion, and access.

LEADERSHIP – We take initiative and share responsibility for exemplifying excellence.

INTEGRITY – We conduct ourselves with honesty, dedication, and fairness.

OPENNESS – We embrace freedom of ideas, inquiry, and expression.

RESPECT – We value our differences, our environment, and our individual and collective contributions.

ACCOUNTABILITY – We are responsible for making our community ever better, through our actions, our words, and our dealings with others.

**& Vision
Values**

UNIVERSITY OF
ROCHESTER

MELIORA



UNIVERSITY of ROCHESTER

[ROCHESTER.EDU/VALUES](https://rochester.edu/values)

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Wha

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The 5 D's to Bystander Intervention

Direct

Distract

Delay

Delegate

Document

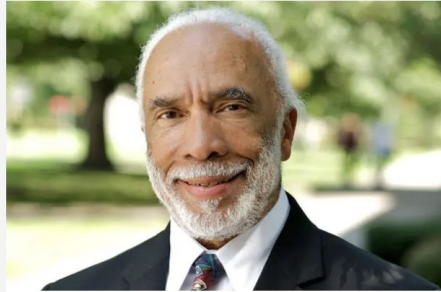
Meet the University Ombuds



Lynnett Van Slyke, MS, MEd

Lynnett Van Slyke has served in the role as University Ombuds, formally known as the University Intercessor, since joining the University in 2014. She also serves as the University Director of Disability Compliance.

✉ Email: lvanslyke@rochester.edu



Frederick C. Jefferson, Jr EdD, MA, MS, BS

Professor Emeritus Jefferson is a behavioral scientist who serves as a University Ombuds and has extensive experience in the teaching and practice of organizational change, with an emphasis on understanding the influence of human diversity on the change process.

✉ Email: fjefferson@admin.rochester.edu

Office of Equity and Inclusion

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University Prohibition of Harassment and Discrimination

The University of Rochester is committed to fostering, cultivating, and preserving a culture of equity, diversity, and inclusion to advance the University's mission to Learn, Discover, Heal, Create – and Make the World Ever Better. In support of our values and those of our society, the University is committed to not discriminating on the basis of age, color, disability, ethnicity, gender identity or expression, genetic information, marital status, military/veteran status, national origin, race, religion/creed, sex, sexual orientation, citizenship status, or any other status protected by law. This commitment extends to the administration of our policies, admissions, employment, access, and recruitment of candidates from underrepresented populations, veterans, and persons with disabilities consistent with these values and government contractor Affirmative Action obligations.

University of Rochester's Nondiscrimination Statement Further, the University's **Vision and Values Statement** sets the highest standards for conduct to ensure our community is welcoming to all and is a place where all can thrive.

Contact Us

If you require further information, please contact the [Office of Equity and Inclusion](#).

Email: equityandinclusion@rochester.edu

The Policy against Discrimination and Harassment ("PADH")

The Policy against Discrimination, Harassment, and Discriminatory Employment/Service Practices ("PADH") prohibits discrimination and harassment on the basis of age, color, disability, domestic violence victim status, ethnicity, gender identity or expression including transgender and gender-expansive identities, genetic information, marital status, familial status or an individual's reproductive health decision making, military/veteran status, national origin, race (including hairstyle), religion/creed (including religious attire and facial hair), sex, sexual orientation, citizenship status, or any other status protected by law.

Discrimination or harassment (including hostile work environment harassment) based on protected status will not be tolerated and is considered misconduct that will be subject to discipline.

FILING A HARASSMENT AND DISCRIMINATION REPORT

Members of the University community are encouraged to report discrimination, harassment, or retaliation in accordance with the PADH. This includes members of the University community who feel that they have experienced behavior that violates the PADH or who witness or become aware of conduct that they believe violates the PADH. To file a report, use the [online PADH report form](#).

[FILE A COMPLAINT →](#)



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