



HARVARD
T.H. CHAN

SCHOOL OF PUBLIC HEALTH

Office of Career and Professional Development

EMPLOYER GUIDELINES AND POLICIES

Harvard University is committed to maintaining a safe and healthy educational and work environment, and to building an inclusive community where students from all backgrounds, ethnicities, gender identities, sexual orientation, race, and socio-economic status feel welcomed, valued, and respected. Employers are reminded to be respectful of difference and sensitive to conduct that may be perceived as disrespectful and inappropriate.

All employers utilizing, benefiting, or participating in any of our programs, which include recruitment programs and job fairs, information sessions, site visits, and posting job and internship opportunities for our students, agree to adhere to the [NACE PRINCIPLES FOR PROFESSIONAL PRACTICE](#) and to comply with [Harvard T.H. Chan's Non-Discrimination and Sexual Harassment Policies](#) printed below.

NON-DISCRIMINATION POLICY: In accordance with Harvard University policy, the Harvard T.H. Chan School of Public Health does not discriminate against any person on the basis of race, color, sex, sexual orientation, gender identity, religion, age, national or ethnic origin, political beliefs, veteran status, or disability in admission to, access to, treatment in, or employment in its programs and activities. All employers using the facilities and services of the Office for Alumni Affairs and Career Advancement must comply with this policy.

SEXUAL HARASSMENT POLICY: Consistent with Title IX of the Education Amendments of 1972, Harvard University does not discriminate against students, faculty, or staff based on sex in any of its programs or activities, including but not limited to educational programs, employment, and admission. Sexual harassment, including sexual violence, is a kind of sex discrimination and is prohibited by Title IX and by the University.

The [Harvard University Sexual and Gender-Based Harassment Policy](#) applies to all Harvard University students, faculty, staff, appointees, or third parties, which includes employers utilizing and benefiting from the services of any Harvard T.H. Chan office, including the Office of Career and Professional Development.