Rice University Human Resources Policy No. 413

EMPLOYMENT
APPLIES TO ALL RICE UNIVERSITY FACULTY AND STAFF

I. General Policy

Rice University employs individuals on the basis of their qualifications and without discrimination because of their race, color, religion, sex, sexual orientation, gender identity, national or ethnic origin, ancestry, age, disability, or veteran status. The University also seeks to attract qualified persons of diverse backgrounds and is committed through its affirmative action program to recruit, hire, and advance women, minority group members, Vietnam era veterans, and special disabled veterans. Employment decisions are based on the qualifications of candidates in relation to job requirements.

Unless governed by a written contract, employment at Rice University is an "at will" relationship; either the employee or the employer may dissolve the employment relationship at any time. In its employment practices, Rice University conforms with all applicable Federal and State statutes and regulations. The University, as an Affirmative Action/Equal Opportunity Employer, has a legal obligation to collect and maintain personal and employment data required for reporting purposes.

II. Responsible Official and Key Offices to Contact Regarding the Policy and its Implementation

Responsible Official: Vice President for Administration
Key Offices: Human Resources

See also:
Accommodation of Applicants/Employees with Disabilities
Benefits Eligibility
Compensation
Employment Definitions
Nepotism
Probationary Period
Promotion and Transfer
Employment Procedures
Promotion and Transfer Procedures

Policy History
Clerical Change: January 19, 2018
Revised: March 31, 2008; March 19, 1996; 1993; July 6, 1979 (supersedes: 406-79)