

Small statement for ads:

Virginia Tech is an Equal Opportunity/Affirmative Action Institution

Minimal statement for ads:

EO/AA

Statement for job descriptions:

Virginia Tech has a strong commitment to the principles of diversity, inclusion, and to maintaining a work and learning environment that is free of all forms of discrimination. As a result this institution does not tolerate discrimination or harassment on the basis of age, color, disability, gender, national origin, political affiliation, race, religion, sexual orientation, or veteran status. Anyone having questions concerning discrimination should contact the Office for Equal Opportunity

Long statement to encourage diversity:

Virginia Tech has a strong commitment to the principle of diversity and, in that spirit, seeks a broad spectrum of candidates including women, minorities, and people with disabilities. Individuals with disabilities desiring accommodations in the application process should notify (name, department, phone number, and TTY number) by the application deadline.

Advance Statement:

Additionally, positions filled in the science and engineering fields are **encouraged** to include the following statement on advertisements:

Virginia Tech is the recipient of the National Science Foundation ADVANCE Institutional Transformation Award to increase the participation of women in academic science and engineering careers.