



## Office of the Vice Provost for Research

December 11, 2019

Dr. Michael S. Lauer  
Office of the Director  
National Institutes of Health  
Division of Biomedical Research Workforce  
Office of Extramural Research  
BG 1 Room 144, 1 Center Drive  
Bethesda, MD 20814

Dear Dr. Lauer,

The University of Pennsylvania shares the National Institute of Health's commitment to fostering and sustaining equitable living, learning, and work environments that are free of unlawful discrimination and harassment. Indeed, inclusion is the first of three pillars of the [Penn Compact 2020](#), President Gutmann's strategic vision for Propelling Penn forward. To quote President Gutmann, "Penn's standing as a preeminent and innovative university rests on our conviction, combined with compelling evidence, that excellence and diversity go hand in hand. Our quest for eminence depends on great minds that represent a wide array of perspectives and backgrounds."

The [Office of Affirmative Action and Equal Opportunity Programs](#) is charged with coordinating the implementation of the University's [equal opportunity and affirmative action policies](#). The Office assists me in ensuring that complaints of violations of the University's Equal Opportunity Policy are investigated, appropriate interim measures are taken as needed, and collaborates with me and other campus colleagues to educate members of the Penn community about the University's commitment to excellence through diversity. If an investigation determines that one of the University's policies prohibiting discrimination and harassment (including anti-retaliation provisions), appropriate disciplinary or other appropriate action is taken. If the person violating those policies is a program director or principal investigator, or other key personnel working on an NIH funded award, through its Authorized Organizational Representative, the University will request NIH approval for any necessary changes those roles.

The University of Pennsylvania shares NIH's view that a commitment to excellence and diversity foster innovation in research and works assiduously to provide an equitable and harassment free research and training environment which allows individuals and teams to do their best work. Please contact me if you have any questions or need additional information.

Sincerely,

A handwritten signature in black ink that reads "Dawn A. Bonnell".

Dawn A. Bonnell, PhD  
Vice Provost for Research  
Institutional Officer