

Harvard University is committed to fostering a campus culture where everyone can thrive and experience a sense of inclusion and belonging. Community members are encouraged to model our values of integrity, responsible mentorship, equity, and excellence no matter where they are.

To support this commitment to our values of inclusion and excellence, the **external finalist for this position will be required to complete a conduct questionnaire** – specifically regarding findings of violation, on-going formal complaint investigations, or formal complaint investigations that did not conclude due to the external finalist's departure concerning: harassment or discrimination, retaliation, sexual misconduct, bullying or intimidating/abusive behavior, unprofessional relationship, or misconduct related to scholarship, research, teaching, service, or clinical/patient care.

Harvard will also make **conduct inquiries to current and former employers of the external finalist** regarding such misconduct. To facilitate these inquiries, Harvard requires all external applicants for this position to complete, sign, and upload the form entitled "Authorization to release information for external applicants" as part of their application. If an external applicant does not include the signed authorization with the application materials, the application will be considered incomplete, and, as with any incomplete application, will not receive further consideration.