

## AMS Policy for Employment Advertisements

While the American Mathematical Society (AMS) does not screen ads for compliance, the Society expects all institutions posting advertisements in AMS publications to comply with the equal opportunity laws that apply in the jurisdictions in which they are located. Federal law prohibits employers in the United States from discriminating on the basis of race, color, national origin, religion, sex, age or disability. Applicants should be aware that institutions outside of the United States may not be legally bound to conform to these or similar requirements, and are advised to inform themselves of conditions that may exist at the institutions to which they apply. The AMS reserves the right to reject any advertisement.

The AMS strongly supports equal opportunity in employment. Despite increasing participation at many levels, low rates of retention and promotion of women and underrepresented minorities remain a serious concern, particularly at doctoral-granting institutions. Therefore, AMS members, both individual and institutional, are urged to examine frequently their policies and procedures to see in what ways they may facilitate careers in mathematics research for women and underrepresented minorities. Resources can be found at the website: <http://www.ams.org/employment/equalopportunity.html>