

Resolution on Caste-Based Discrimination at Rutgers

WHEREAS the Rutgers University administration and the Rutgers AAUP-AFT Faculty and Graduate Student Union created a joint University Task Force on Caste Discrimination to “examine issues of caste discrimination impacting students and members of negotiations units,” “examine the inclusion of ‘caste’ as a protected category in the University’s policies on prohibited discrimination and harassment,” and “identify best practices to address caste discrimination”; and

WHEREAS the Task Force [issued its final report in August 2024](#) defining caste as “an inherited and immutable social hierarchy with uneven power relations between groups” that exists in many communities worldwide; and

WHEREAS the Task Force found that “caste-based discrimination is a problem at Rutgers that limits the potential and opportunities of some in our university community” and that “this situation is inconsistent with Rutgers commitment to equity and inclusion”; and

WHEREAS the Task Force identified specific cases of caste-based discrimination experienced by faculty and students on multiple Rutgers campuses; now, therefore, be it

RESOLVED that the Rutgers Senate endorses the findings of the University Task Force on Caste Discrimination and recommends that the administration immediately adopt its four major recommendations:

1. Rutgers should add caste as a stand alone category to its list of protected categories.
2. The Rutgers University administration should develop community-wide communications declaring that caste-based discrimination is not tolerated at Rutgers University, and should clarify the existing mechanisms for reporting and seeking resolution.
3. Rutgers should foster short-term and long-term educational opportunities—in both DEI and academic programing—to create awareness and change about caste on campus.
4. Rutgers should gather quantitative and qualitative data about how caste and caste-based discrimination negatively impact the lives of students, staff, and faculty.