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**An Invitation to Self-Identify Race/Ethnicity, Sex,
Disability Status, and Veteran Status**

As an employer, Broad embraces diversity and equal employment opportunity and strives for an inclusive workforce as a strategy for employee retention and business success in an increasingly diverse world. Federal and state equal employment laws also require that individuals are recruited, hired, assigned, and promoted and that all personnel actions are administered without regard to race, ethnicity, sex, disability, veteran status, or any other characteristic protected by local, state, or federal law.

As a contractor to the federal government, Broad is an affirmative action and equal opportunity employer which engages in certain affirmative steps to employ and advance in employment women, minorities, protected veterans, and qualified individuals with a disability. Accordingly, the federal government imposes regulations requiring Broad and all federal contractors to solicit demographic information from applicants and employees, including race/ethnicity, sex, and veteran and disability status.

To help Broad achieve its objectives and comply with federal regulations, Broad invites all its employees to voluntarily complete self-identification forms within Workday. Completion of the self-identification forms is strictly voluntary. Any information you provide will be kept confidential and used only for purposes consistent with Broad's equal employment opportunity and affirmative action obligations and as otherwise required by law. Any information you choose to provide will be kept separate from your personnel file and will not be considered by Broad for employment purposes. There will be no adverse consequences arising out of your decision either to provide or to decline to provide any information.

If you have any questions or elect to provide information and need assistance with completing the form, please contact HR Operations at hr@broadinstitute.org.