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The following statement, written by [Ambedkar King Study Circle](#), California, is released with the support of all the members of the [Savera](#) coalition.

For Immediate Release

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The Office of Labor Relations at Rutgers University is taking a significant step toward unleashing the potential of the caste-oppressed community.

[Rutgers' statement](#) asserts four key points:

- (i) the university policy addresses caste-based discrimination,
- (ii) the Office of Employment Equity will train specialists on caste discrimination,
- (iii) caste-related questions will be included in regular campus surveys, and
- (iv) staff training on caste issues will be implemented.

Unlike the Cisco case, where HR claimed caste discrimination was not unlawful, Rutgers has taken a clear stance with its policy. For too long, caste-based discrimination—manifesting as exclusion and denial of opportunities—has flown under the radar in the U.S., as the dominant caste has controlled the narrative in positions of power and through [massive disinformation campaigns](#).

Rutgers' commitment to including caste in campus surveys and providing staff training is a welcome and encouraging move for the caste-oppressed. Often, those affected by caste discrimination struggle to reach their full potential due to microaggressions and reminders of their social position—whether through verbal or non-verbal means, as seen in the Cisco case, where a victim was expected to behave in a specific way by so-called upper-caste managers.

These policies aim not just to address discrimination after it happens but to prevent it by making caste discrimination explicitly **unacceptable**. Anti-caste organizations, including those within the Savera coalition, are eager to collaborate with Rutgers students and staff to create a more inclusive, productive, and caste-free environment.



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