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Approved by: Gregory L. Eastwood, M.D.

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Policy: NONDISCRIMINATION AND EQUAL OPPORTUNITY POLICY

Affects: All Upstate Medical University Employees and Students

PURPOSE:

It is the policy of the SUNY Upstate Medical University to prohibit discrimination based on age, race, color, disability, marital status, national origin, religion, sexual orientation, veteran status, sex, and any other protected category and to promote the full realization of equal opportunity through a positive and continuing program in accordance with existing Federal, State and local laws and regulations. SUNY Upstate Medical University prohibits discrimination on the basis of any protected category as specified by Federal, State, and local laws in the recruitment and employment of faculty, staff, and students, and in the operation of any of its programs or activities.

PROCEDURE:

In fulfilling its mission, the SUNY Upstate Medical University will:

1. Recruit, hire, train and promote in all job titles without regard to race, color, religion, sex, age, national origin, disability, veteran status, marital status or sexual orientation, and maintain an environment free from discrimination on the basis of any protected category, using principles of affirmative action and equal employment opportunity.
2. Ensure that all personnel actions including, but not limited to, compensation, benefits, promotions, transfers, layoffs, return from layoffs, terminations, training, education, tuition assistance, social and recreational programs will be administered without regard to race, color, religion, sex, age, national origin, disability, veteran status, marital status or sexual orientation using the principles of affirmative action and equal employment opportunity.
3. Prohibit discrimination against any individual on the basis of a physical or mental disability or veteran status by maintaining and promoting Affirmative Action Program that includes a system for self-identification for individuals with disabled status and/or veteran status.
4. Develop and maintain an Affirmative Action Program to ensure that all qualified applicants and employees receive equal employment opportunity, as well as to develop action-oriented programs to expand affirmative action efforts.

5. Maintain an environment free from sexual harassment, which is a form of sex discrimination. The SUNY Upstate Medical University prohibits sexual harassment. Unlawful sexual harassment includes inappropriate and disrespectful conduct and communication of sexual nature.
6. Maintain an environment free from discrimination on the basis of any protected category by maintaining an Affirmative Action Office that provides for prompt investigation and resolution of allegations of discrimination and provides education and awareness training. Individuals may contact the Director of Diversity and Affirmative Action to inquire about their options or to file a written complaint for review of an allegation of discrimination.
7. Maintain confidentiality to the fullest extent possible.
8. Prohibit retaliation. The SUNY Upstate Medical University prohibits discrimination against any individual who opposes discrimination, files a complaint, or assists or participates in any manner in an investigation, proceeding, or hearing.

Originating Department:**Contributing Department(s):****Cross Referencing Policies:**

References: SUNY Upstate Medical University Affirmative Action Program
SUNY Upstate Medical University Policy 2.10 and 2.11
University Hospital Policy N01
Age Discrimination Act of 1967
Americans with Disabilities Act of 1990
Equal Pay Act of 1963
Executive Order 11246
New York State Executive Order No. 6, 19, and 28
New York State Human Rights Law
Rehabilitation Act of 1973, as amended
Title VI and Title VII of the Civil Rights Act of 1964, as amended
Title IX of the Education Amendment of 1972
Vietnam Era Veterans Readjustment Assistance Act of 1974, as amended