

## **Nondiscrimination Notice**

Pursuant to University policy, the University is committed to fostering a diverse community of outstanding faculty, staff, and students, as well as ensuring equal educational opportunity, employment, and access to services, programs and activities, without regard to an individual's race, color, national origin, religion, creed, age, disability, sex, gender identity, sexual orientation, familial status, pregnancy, predisposing genetic characteristics, military status, domestic violence victim status, or criminal conviction. Employees, students, applicants or other members of the University community (including but not limited to vendors, visitors, and guest) may not be subject to harassment that is prohibited by law, or treated adversely or retaliated against based upon a protected characteristic.

The University's policy is in accordance with the federal and state laws and regulations prohibiting discrimination and harassment. These laws include the Americans with Disabilities Act (ADA), Section 504 of the Rehabilitation Act of 1973, Title IX of the Education Amendments of 1972, Title VII of the Civil Rights Act of 1964 as Amended by Equal Employment Opportunity Act of 1972, and the New York State Human Rights Law. These laws prohibit discrimination and harassment, including sexual harassment and sexual violence.

Inquiries regarding the application of the Title IX and other laws, regulations and policies prohibiting discrimination may be directed to:

Dawn Norcross, Affirmative Action Officer and Title IX Coordinator

Office of Diversity and Inclusion, 711 Jacobsen Hall, (315) 464-5234, Fax: (315) 464-5232

Email: [Norcrossd@upstate.edu](mailto:Norcrossd@upstate.edu)

Inquiries may also be directed to:

United States Department of Education's, Office for Civil Rights

32 Old Slip 26<sup>th</sup> Floor, New York, NY 10005-2500; Tel. (646)-428-3800

Email: [OCR.NewYork@ed.gov](mailto:OCR.NewYork@ed.gov)