

Statement of Policy in Diversity & Affirmative Action Program

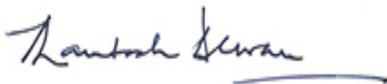
It is the policy of the SUNY Upstate Medical University to comply with Title VII of the Civil Rights Act of 1964, as amended, the Age Discrimination Act of 1967, the Rehabilitation Act of 1973, the Vietnam Era Veteran's Readjustment Assistance Act of 1972, as amended, Executive Order 11246, and the Americans with Disabilities Act of 1990. The SUNY Upstate Medical University is committed to the practices of principles of affirmative action/ equal opportunity in all aspects of employment, student admissions and student life. This includes the advancement of employees through upgrading, promotion and training; the admission of a diverse student body; and the administration of all personnel activities in a manner that will not discriminate against any individual for reasons of race, color, religion, sex, age, national origin, disability, protected veteran status, marital status, sexual orientation or any other protected category.

In furtherance of this policy, the SUNY Upstate Medical University will:

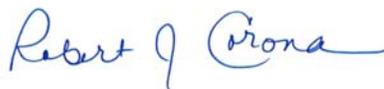
- Recruit, hire, train and promote in all job titles using principles of diversity and affirmative action, without regard to race, color, religion, sex, age, national origin, disability, protected veteran status, marital status, sexual orientation any other protected category.
- Based on employment decisions so as to further the principles of diversity and affirmative action.
- Ensure that promotion decisions are base solely on valid requirements of the position(s), in accordance with the principles of diversity and affirmative action.
- Ensure that all personnel actions such as compensation, benefits, transfers, layoffs, return form layoffs ,training, education, tuition assistance, social and recreational programs are administered without regard to race, color, religion, sex, age, national origin, disability, protected veteran status, marital status or sexual orientation using the principles of diversity and affirmative action.
- Uphold and promote SUNY's policy prohibiting discrimination against any individual because of physical or mental disability, protected veteran status; furthermore, applicants and employees who believe they are disabled or protected veterans are encouraged to self-identify.
- Maintain a working environment which is free from harassment based on race, color, religion, sex, age, national origin, disability, protected veteran status, marital status, sexual orientation or any other protected category, including intimidation or coercion of a sexual nature which affects employment, student life, working relationships, promotional opportunities or other conditions of employment.

We have developed a Diversity and Affirmative Action Program in accordance with the rules and regulations of the Office of Contract Compliance Programs. All members of management are responsible for conducting personnel activities to ensure compliance with SUNY non-discrimination policies and in furtherance of the Diversity and Affirmative Action Program and our Strategic Plan. This program establishes result- oriented procedures to be carries out by good faith efforts to comply with affirmative action/equal opportunity laws. Progress toward the achievement of diversity and affirmative action goals will be monitored and reported to the President on at least an annual basis.

The Chief Diversity Officer, (315)-464-5234, has been appointed to serve with full responsibility and authority to carry out Diversity and Affirmative Action Program at Upstate Medical University. This Program may be reviewed by any staff member, student, faculty or employment applicant during normal business hours at the Office of Diversity and Inclusion, Room 711 Jacobsen Hall. It is both a privilege and a pleasure to assure our faculty, students, staff and those otherwise affiliated or associated, with my commitment to the implementation of SUNY Upstate Medical University Diversity and Affirmative Action Program.



Mantosh J. Dewan, M.D.
President
SUNY Upstate Medical University



Robert J. Corona, M.D.
Chief Executive Officer
SUNY Upstate Medical University