MEMORANDUM

TO: Members of the Stony Brook University Community

FROM: Samuel L. Stanley Jr., MD
       President

DATE: October 1, 2014

RE: Notice of Stony Brook University’s Policy on Equal Employment Opportunity and Affirmative Action

Stony Brook University (including Stony Brook Medicine, Long Island State Veterans Home, and all other Stony Brook University facilities and programs) has a longstanding commitment to equal employment and educational opportunity, and environments that foster respect, dignity, fairness, and equity. The Stony Brook University community includes, but is not limited to employees, students, visitors, guests, contractors, and vendors associated with the institution. Stony Brook University is committed to creating and maintaining workplace, educational, and recreational environments that are safe and accessible, and free of all forms of discrimination, discriminatory harassment, and sexual harassment, including non-consensual sexual contact, sexual violence, domestic violence, dating violence, and stalking.

Stony Brook University, as required by, and in compliance with the Civil Rights Act of 1964 (Title VII), as amended, Title IX of the Education Amendments of 1972, Rehabilitation Act of 1973, Age Discrimination in Employment Act (ADEA), Americans with Disabilities Act (ADA), and New York State Human Rights Law, including other applicable statutes and regulations, is an equal opportunity employer committed to providing equal opportunity in education, employment, membership, and contracts.
Stony Brook University prohibits discrimination on the basis of race, sex, sexual orientation, gender identity, religion, age, color, creed, national or ethnic origin, disability, marital status, genetic information, criminal conviction, domestic violence victim status, veteran status and/or military status in the administration of its policies, programs, activities, or other Stony Brook University administered programs or employment, and includes the terms, conditions, and privileges of employment and/or access for students, faculty, and staff. Stony Brook University's non-discrimination policy affects all employment practices including, but not limited to, recruiting, hiring, transfers, promotions, benefits, compensation, training, educational opportunities, discipline, and terminations. Also, no one shall be subjected to retaliation for initiating or participating in a complaint process.

Stony Brook University is committed to take Affirmative Action consistent with federal and state law in the employment and advancement of American Indians or Alaska Natives, Asians, Blacks or African Americans, Hispanic or Latinos, Native Hawaiians or Other Pacific Islanders, individuals with disabilities, disabled veterans, recently separated veterans, Armed forces service medal veterans, active duty wartime or campaign badge veterans and other protected veterans, where underrepresentation in the workforce exists. Stony Brook University will make good faith efforts consistent with federal and state law to decrease underrepresentation and review progress on an annual basis.

Stony Brook University is responsible for ensuring that its Equal Employment Opportunity/Affirmative Action (EEO/AA) Policy is administered effectively. The Office of Diversity and Affirmative Action (ODAA) is charged with the responsibility of monitoring the EEO/AA program and policies. The Provost, Deans, Department Chairs, Vice Presidents, Directors, Administrators, Managers, and Supervisors are responsible for ensuring that their respective unit meets its EEO/AA obligations. Each Stony Brook University College and Division will be evaluated annually on progress toward goal achievement.

ODAA is responsible for overseeing the daily activities of the University's EEO/AA programs and developing the Stony Brook University Affirmative Action Plan. Marjolie Leonard, Director for Title IX and Risk Management and ODAA may be contacted at 201 Administration Building, Stony Brook University, Stony Brook, NY 11794-0251, (631) 632-6280, Marjolie Leonard@stonybrook.edu. (http://www.stonybrook.edu/diversity/).