



THE RESEARCH FOUNDATION

The State University of New York

Stony Brook University

MEMORANDUM

*Office of Diversity and
Affirmative Action*

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TO: Research Foundation Employees

FROM: Gail Habicht, Vice President for Research *GH*

DATE: July 1, 2006

RE: **Reaffirmation of the Research Foundation's Policy on Non-discrimination**

The Research Foundation of Stony Brook University reaffirms its commitment to Equal Employment and Education Opportunity for all persons in our community, and further, to affording all members, faculty, and staff an environment in which the integrity of all is assumed and each individual is treated with dignity, respect, and fairness.

In compliance with the Civil Rights Act of 1964 (Title VII), Title IX of the Education Amendments of 1972, The Rehabilitation Act of 1973, The Age Discrimination in Employment Act, and the Americans with Disabilities Act, the Research Foundation prohibits unlawful discrimination and harassment on the basis of race, sex, age, color, religion, national origin, sexual orientation, disability, marital status, or status as a disabled, military or Vietnam-era veteran in the implementation of any of its policies, procedures, or practices regarding the terms, conditions, and privileges of employment for students, faculty, and staff. This non-discrimination policy affects all employment practices including, but not limited to, recruiting, hiring, transfers, promotions, benefits, compensation, training, educational opportunities, and terminations.

This policy is cardinal to the Research Foundation creating a community in which a diverse population can live and work in an atmosphere of tolerance, civility, and respect for the rights and sensibilities of every individual. The University's administration, faculty, staff, and students are each responsible for creating and maintaining an environment conducive to work, study, and learning. Harassment and discrimination in any form prohibited by this policy impede the realization of the University's mission to provide an education of distinction in a dignified and respectful learning environment.

Should any person believe that he or she has been discriminated against or have any questions regarding the University's policy or procedure, please feel free to contact the office of Diversity and Affirmative Action at 632-6280.