



THE RESEARCH FOUNDATION

The State University of New York

Stony Brook University

MEMORANDUM

*Office of Diversity and
Affirmative Action*

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TO: All Research Foundation Employees

FROM: Gail S. Habicht, Ph.D. *GSH*
Research Foundation Operations Manager
Vice President for Research

DATE: July 1, 2006

RE: The Research Foundation of Stony Brook University's
Sexual Harassment Policy

The Research Foundation of Stony Brook University is committed to creating and maintaining a working environment that is free from all forms of inappropriate and disrespectful conduct that may be deemed as sexual harassment. Harassment on the basis of sex is a form of sexual discrimination and violates Title VII of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, the New York State Human Rights Law, and Research Foundation policies and regulations. The Research Foundation of Stony Brook University reaffirms the principle that students, faculty and staff have the right to be free from sex discrimination in the form of sexual harassment inflicted by any member of the campus community. This community includes, but is not limited to, employees, students, visitors, contractors, and vendors associated with Stony Brook and the Research Foundation. Sexual Harassment is contrary to the Research Foundation's and the University's values and standards, which recognize the dignity and worth of each member of the campus community.

Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitutes sexual harassment when:

1. submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment or academic achievement;
2. submission to or rejection of such conduct by an individual is used as the basis for employment or academic decisions affecting such individual;
3. such conduct has the purpose or effect of unreasonably interfering with an individual's work or academic performance or creating an intimidating, hostile, or offensive working, living, or academic environment.

The Research Foundation is responsible for and fully committed to the prevention and elimination of unlawful sexual harassment. All Research Foundation employees are individually responsible for promoting an atmosphere that prohibits such unacceptable behavior. Individuals who are affected by or are aware of suspected cases of sexual harassment are urged to bring such situations to the Research Foundation's attention by contacting the Office of Diversity and Affirmative Action. The Office of Diversity and Affirmative Action has professional staff trained to investigate and provide assistance regarding issues of sexual harassment, and can be reached by calling (631) 632-6280.