



Office of the President

MEMORANDUM

TO: Members of the Campus Community
FROM: Shirley Strum Kenny, President *SSK*
DATE: November 12, 2008
RE: **Stony Brook University's Policy on Non-discrimination**

Universities, particularly public universities, have the responsibility to provide leadership in enlightening social behavior. As SUNY's premier University Center, Stony Brook University has had a longstanding commitment to express and to demonstrate Equal Employment and Educational Opportunity for all persons in our community, and further, to afford all faculty, staff and members of all groups 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), as amended, Title IX of the Education Amendments of 1972, The Rehabilitation Act of 1973, The Age Discrimination in Employment Act, the Americans with Disabilities Act and the New York State Human Rights Law. Stony Brook University prohibits unlawful discrimination and harassment on the basis of race, color, sex, age, religion, national origin, sexual orientation, disability, marital status, or status as a disabled or Vietnam-era veteran in the implementation of any of its policies, procedures, or practices regarding the terms, conditions, and privileges of employment and/or access 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 University 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. The result of harassment and discrimination, in any form prohibited by this policy, is to impede the realization of the University's mission to provide an education of distinction in a dignified and respectful learning and employment environment. Any such unlawful discrimination or harassment in any venue of Stony Brook University will not be tolerated.

The University is responsible for, and fully committed to, the prevention and elimination of unlawful discrimination. Deans, Department Chairs, Directors, Administrators, Managers and Supervisors are responsible for promoting an atmosphere that prohibits such unacceptable behavior. Individuals who are affected by, or are aware of, suspected cases of discrimination are urged to bring such situations to the University'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 discrimination and can be reached by calling (631) 632-6280.