



|   |  |
|---|--|
| <b>Title:</b><br><b>Equal Opportunity/Affirmative Action Policy</b> | <b>Policy Category:</b><br><b>Equity &amp; Access</b>          |
| <b>Issuing Authority:</b><br><b>President</b>                       | <b>Responsibility:</b><br><b>Office of Equity &amp; Access</b> |
| <b>Publication Date:</b><br><b>11/18/2022</b>                       | <b>Next Review Date:</b><br><b>11/18/2025</b>                  |

Printed copies are for reference only. Please refer to the electronic copy for the latest version.

### **Policy Statement/Background:**

This policy has been written in compliance with Title VII of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, the Division of Human Rights Law of New York State, SUNY Policy 6502: Equal Opportunity, Employment and Fair Treatment in the State of New York and the SUNY Research Foundation Policy on Equal Employment Opportunity. Stony Brook University has a longstanding commitment to equal employment and educational opportunity, and environments that ensure that everyone in the Stony Brook University community is treated with respect, dignity, fairness, and equity. This policy applies to all University students and employees, as well as individuals outside the University community, including but not limited to guests, visitors, vendors, and volunteers.

### **Policy:**

Stony Brook University prohibits discrimination on the basis of race, sex, sexual orientation, gender identity or expression, religion, age, color, creed, national or ethnic origin, disability, marital status, familial status, pregnancy, genetic predisposition, criminal convictions, domestic violence victim status, and veteran or military status and all other protected classes under federal or state laws 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, daily responsibilities and terminations.

Retaliation against an employee, student or any witness who reports discrimination and/or participates in any University investigation is prohibited. Retaliation is also prohibited against any individual who files a discrimination complaint or participates in a complaint investigation in any manner. Any substantiated act of retaliation may result in sanctions or other disciplinary action as covered by University policy (including the Code of Student Responsibility) and/or the disciplinary procedures pursuant to the applicable collective bargaining agreements, and applicable policies and procedures.

Affirmative action requires that the university take specific actions and make special efforts to recruit, employ, and promote qualified members of formerly excluded or clearly underrepresented groups. To further ensure the goals of equal opportunity and affirmative action with respect to employment and education, the University endeavors to increase the availability of opportunities for students, staff, and faculty from groups that have been previously excluded or underrepresented. Students or employees having disabilities that require reasonable accommodations or auxiliary aids may be accommodated through the Office of the ADA Coordinator.

**Definitions:**

None

**Contact:**

Additional information about this policy is available here:

**Office of Equity and Access**

201 Administration Building  
Stony Brook, NY 11794  
(631) 632-6280  
[oea@stonybrook.edu](mailto:oea@stonybrook.edu)

**Marjolie Leonard**

Title IX/ADA Coordinator  
201 Administration Building  
Stony Brook, NY 11794  
(631) 632-6280  
[TitleIX@stonybrook.edu](mailto:TitleIX@stonybrook.edu)

## **Human Resource Services:**

### **West Campus, Health Sciences, and School of Medicine**

390 Administration Building  
Stony Brook, NY 11794  
(631) 632-6161

### **Stony Brook University Hospital**

31 Research Way, Suite 200  
East Setauket, NY 11733  
(631) 444-4700

## **Student Accessibility Support Center**

Stony Brook Union, Suite 107  
Stony Brook, NY 11794  
(631) 632-6748  
[sasc@stonybrook.edu](mailto:sasc@stonybrook.edu)

## **Employee and Labor Relations:**

### **West Campus and Health Sciences Center**

291A Administration Building  
Stony Brook, NY 11794  
(631) 632-6140

### **Stony Brook University Hospital**

HSC Level 3, Room 040  
Stony Brook, NY 11794  
(631) 444-3780

### **Long Island State Veterans Home**

100 Patriots Road  
Stony Brook, NY 11790  
(631) 444-8617

## **University Ombuds Office**

137 Psychology B Building  
Stony Brook, NY 11794  
(631) 632-9200

## **Relevant Standards, Codes, Rules, Regulations, Statutes and Policies:**

- [Notices in University Publications Policy](#)
- [Sexual Misconduct & Reporting Policy](#)
- [Stony Brook University Non-Discrimination Statement and Title IX Notice of Non-Discrimination](#)
- [Complaint Procedure for Allegations of Discrimination](#)
- [Stony Brook University Equity Website](#)
- [Code of Student Responsibility](#)
- [New York State Division of Human Rights Law](#)
- [Americans with Disabilities Act and ADA Amendments Act](#)
- [Civil Rights Act of 1964, Title VII](#)
- [Rehabilitation Act of 1973, as amended: Sections 503 and Sections 504](#)
- [Title IX of the Education Amendments of 1972](#)
- [Section 402 of The Vietnam Era Veterans' Readjustment Assistance Act of 1974](#)