



THE RESEARCH FOUNDATION
The State University of New York

*Dr. Gail S. Habicht
Operations Manager
Vice President
Office of the Vice President for
Research*

MEMORANDUM

*S5422 Melville Library
Stony Brook University
Stony Brook, NY
11794-3365*

TO: Research Foundation Employees

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

DATE: November 12, 2008

*Phone: 631-632-7932
Fax: 631-632-9520*

RE: **The Research Foundation of Stony Brook University
Policy on Non-discrimination**

www.stonybrook.edu/research

The Research Foundation of Stony Brook University reaffirms its commitment to Equal Employment and Educational 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), 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. The Research Foundation 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 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. 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 Research Foundation 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.



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Research Foundation Operations Manager
Vice President for Research

*Phone: 631-632-7932
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www.stonybrook.edu/research **RE:** **The Research Foundation of Stony Brook University
Policy on Sexual Harassment**

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, as amended, 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 constitute 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.