




*Office of Diversity and
Affirmative Action*

MEMORANDUM

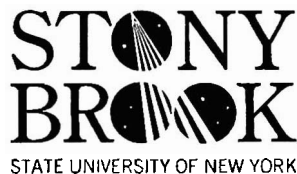
TO: Members of the Campus Community
FROM: Shirley Strum Kenny, President 
DATE: September 1, 2007
RE: **Stony Brook University's Policy of Non-discrimination**

Universities, particularly public universities have the responsibility to provide leadership in enlightening social behavior. As SUNY's premier University Center, Stony Brook University is doubly obligated to express and demonstrate 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), 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, Stony Brook University 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, procedure, 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, recruitment, 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. 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 (631) 632-6280.



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MEMORANDUM

TO: Members of the Campus Community

FROM: Shirley Strum Kenny, President 

DATE: September 1, 2007

RE: **Stony Brook University's Policy on Sexual Harassment**

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 Educational Amendments of 1972, the New York State Human Rights Law, and University policies and regulations. 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. Sexual harassment is contrary to 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 favor, 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 advancement;
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 University is responsible for and fully committed to the prevention and elimination of unlawful sexual harassment. 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 sexual harassment 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 sexual harassment, and can be reached by calling (631) 632-6280.