

President's Statement on Equal Employment Opportunity And Non-Discrimination

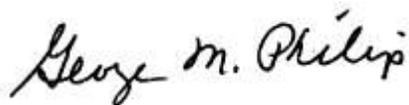
As we begin the New Year, I would like to reaffirm UAlbany's commitment to the principles of equal opportunity and non-discrimination. The University is committed to maintaining a campus environment free from all forms of discrimination on the basis of race, ethnicity, color, national origin, religion, age, sex, sexual orientation, gender identity, gender expression, disability, public assistance status, veteran status or any other basis made unlawful by Title VII of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972 or any other applicable law, ordinance, or regulation.

All forms of discrimination are an insult to human dignity, impede the academic process and have an adverse effect on the lives of those who study, work and live here. Any individual who harasses or abuses another is subject to the disciplinary procedures of the University and the civil and criminal laws that may pertain. The University expects its members will educate themselves about such behavior and be vigilant in protecting the right to an environment free of harassment and abuse. Further, the University will not tolerate retaliation against any individual who makes a complaint of discrimination or harassment or who participates in an investigation.

Fostering a community of respect at UAlbany requires a commitment from everyone. Administrators, supervisors, managers, and faculty have the special responsibility of taking appropriate disciplinary action, as necessary, against discriminatory behavior. This includes notifying the appropriate people should they become aware of behavior believed to violate the University's discrimination and sexual harassment policies. Every member of the University community should be aware that the University strongly opposes harassment and that such behavior is strictly prohibited.

Individuals who believe they have experienced harassment or discrimination prohibited by this statement are encouraged to contact the Office of Diversity and Inclusion (formerly the Office of Diversity and Affirmative Action) with any questions or concerns. The Office of Diversity and Inclusion is located in 207 University Hall and can be reached via phone at (518) 956-8110 or via email at ODI@albany.edu.

Let's all do our part to foster a respectful, harassment and discrimination-free, working and learning environment.



George M. Philip
President