

# AFFIRMATIVE ACTION/ NONDISCRIMINATION NOTICE

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Pursuant to SUNY Empire State College policy, the college is committed to fostering a diverse community of outstanding faculty, staff and students, as well as ensuring equal educational opportunity, employment and access to services, programs and activities, without regard to an individual's race, color, national origin, religion, creed, age, disability, sex, gender identity, sexual orientation, familial status, pregnancy, predisposing genetic characteristics, military status, domestic violence victim status or criminal conviction. Employees, students, applicants or other members of the college community (including but not limited to vendors, visitors and guests) may not be subjected to harassment that is prohibited by law, or treated adversely or retaliated against based upon a protected characteristic.

The college's policy is in accordance with federal and state laws and regulations prohibiting discrimination and harassment. These laws include the Americans With Disabilities Act (ADA) as Amended, Section 504 of the Rehabilitation Act of 1973, Title IX of the Education Amendments of 1972, Title VII of the Civil Rights Act of 1964 as Amended by the Equal Employment Opportunity Act of 1972, and the New York State Human Rights Law. These laws prohibit discrimination and harassment, including sexual harassment and sexual violence.

Inquiries regarding the application of Title IX and other laws, regulations and policies prohibiting discrimination may be directed to:

## **Affirmative Action Contact**

Office of Human Resources  
2 Union Avenue  
Saratoga Springs, NY 12866-4391  
Phone: 518-587-2100, ext. 2240 or 800-847-3000, ext. 2240  
Fax: 518-587-5448

## **Title IX Contact**

Kerianne Silver, Title IX Coordinator,  
2 Union Avenue, Saratoga Springs, NY 12866-4391  
Phone: 1-800-847-3000 x1009  
Email: TitleIX@esc.edu

Inquiries also may be directed to:

United States Department of Education's Office for Civil Rights  
32 Old Slip, 26th Floor  
New York, NY 10005-2500;  
646-428-3800;  
email OCR.NewYork@ed.gov