



STATEMENT OF POLICY ON EQUAL EMPLOYMENT OPPORTUNITY

BACKGROUND

The Research Foundation's Equal Employment Opportunity/Affirmative Action Program has been coordinated with the program of the State University of New York (SUNY) in an effort to arrive at a more unified position on this important concern and to comply with federal and state laws. With this objective in mind, the Research Foundation's Board of Directors adopted a policy on equal employment opportunity on March 19, 1974. The Board stated that the Research Foundation is committed to equal opportunity in its employment practices and will demonstrate this commitment through outreach programs as reflected in affirmative action plans.

POLICY

The Research Foundation will ensure equal opportunity in employment for all persons without regard to race, color, religion, national origin, citizenship, age, disability, veteran status, marital status, sexual orientation, or sex. This policy applies to all employment practices including, but not limited to, advertising, recruitment, promotion, demotion or transfer, layoff or termination, rates of pay or other forms of compensation, and selection for training.

ASSISTANCE TO CAMPUSES

Staff in the Research Foundation's Corporate Affirmative Action Office work closely with SUNY campuses, providing them upon request with affirmative action statistics with respect to Foundation employment and assist in the development of that portion of affirmative action plans relating to Foundation employees on campus. Staff in this office are also responsible for the dissemination of policy and methods for compliance with statutory requirements, and serve as liaisons between the Foundation and interested outside people and agencies.

For further information, contact the Research Foundation's Vice President for Human Resources and Affirmative Action Officer at Central Office, Lynn Manning, at (518) 434-7107, or send her an e-mail at lynn.manning@rfsuny.org, or mail inquiries to her at P.O. Box 9, Albany, NY 12201-0009.