

**#6-600**  
**Affirmative Action – Equal Employment Opportunity**

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## **Affirmative Action - Equal Employment Opportunity Policy**

### **POLICY**

The State University of New York College at Geneseo does not discriminate on the basis of race, sex, color, creed, age, national origin, disability, gender predisposition, marital status, military status, or status as a disabled veteran or veteran of the Vietnam era in the recruitment of students, the recruitment and employment of faculty and staff, and the operation of any of its programs and activities, as specified by federal and state laws and regulations.

Additionally, discrimination on the basis of the sexual orientation in the provision of any services or benefits by State agencies and in any matter relating to employment is prohibited by Governor's Executive Order No. 28 and §296 of the New York State Executive Law. The policy of the State University of New York Board of Trustees also requires that personal preferences individuals which are unrelated to performance such as sexual orientation shall provide no basis for judgment of such individuals.

The College has developed and published, and periodically updates, an Affirmative Action Plan which specifies the procedures followed with respect to implementing its stated policy of providing equal opportunity for all persons, and which sets hiring goals and time tables where appropriate to the objectives of affirmative action. Copies of the Plan are available for public review in the Affirmative Action Office.

### **PROCEDURE**

#### **I. Responsibility and Delegation of Authority**

The overall responsibility and authority for developing and implementing the Affirmative Plan rests with the President of the College, as chief administrative officer. The immediate and continuing responsibility and authority for implementing the Plan has been delegated by the President to the Director of Affirmative Action at the College.

#### **II. Division Responsibility**

The Provost and Vice Presidents are responsible within their divisions for overseeing the policy of equal employment opportunity at the College. However, all persons with supervisory and hiring responsibilities are also obliged, individually and collectively, to adhere to a policy of non-discrimination, and to assume affirmative action outreach duties in the identification, recruitment, and selection of members for employment.