



Approved By: Cabinet  
Effective Date: March 5, 2019

Category: Diversity and Equity  
Contact: Chief Diversity Officer  
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**I. Policy**

SUNY Geneseo is committed to recruiting and retaining exceptional employees. Highly qualified candidates may have talented partners who also seek employment. The College will appropriately assist in supporting a partner’s efforts to identify employment when possible.

This policy does not guarantee the partner a position, either at Geneseo or off-campus. Identifying employment opportunities will depend on an individual’s qualifications, merit, availability of campus resources, and ability to fill a role that is consistent with institutional needs and priorities. The availability of employment opportunities for the partner may be influential in a candidate’s decision to accept or reject an offer of employment.

**II. Procedure**

In order to benefit from this policy, the candidate will convey the need for partner employment to the person extending the invitation of employment within a reasonable amount of time from which the offer is made.

If the partner is hired at Geneseo, the employment of that individual shall function in accordance with the terms of any relevant contracts. Compliance with all College policies, including affirmative action, equal employment opportunity, and nepotism policies, shall be maintained. That person retains all rights and privileges as would any other employee of the same rank and status. Thus, the partner will be evaluated and treated in the same manner as all other similarly ranked individuals within the College on matters such as reviews of merit, retention, promotion and continuing appointment; working conditions; responsibilities; and workload assignment.

March 5, 2019

Signature  
robbie routenberg  
Chief Diversity Officer

Date of Approval