

## Non-Discrimination/Non-Harassment Policy

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SUNY Cortland is dedicated to providing a comprehensive educational experience that prepares individuals to function in a diverse society and aims to create an environment where each person's individual dignity is valued. The College prohibits, and will not tolerate discrimination or harassment on the basis of race, color, national origin, religion, creed, age, disability, sex, gender, sexual orientation, self-identified or perceived sex, gender expression, status of being transgender, or gender identity, familial status, pregnancy, predisposing genetic characteristic or carrier status, military status, U.S. Veteran status, domestic violence victim status, prior criminal conviction unrelated to employee's job or, any other characteristic protected by applicable local, state or federal law. SUNY Cortland will comply with all applicable equal employment opportunity/non-discrimination laws. 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 based upon a protected characteristic.

Harassment is unwelcome or offensive conduct based on a protected characteristic. Offensive conduct may include, but is not limited to, offensive jokes, slurs, epithets or name calling, physical assaults or threats, intimidation, ridicule or mockery, insults or put-downs, offensive objects or pictures, and interference with work performance.

Harassment can occur in a variety of circumstances, including, but not limited to, the following:

- The harasser can be a supervisor, a supervisor in another area, an agent of the employer, a co-worker, or a non-employee.
- The victim does not have to be the person harassed, but can be anyone affected by the offensive conduct.
- Unlawful harassment may occur without the loss of employment or economic injury to the victim.

Discrimination or harassment is considered a form of employee and student misconduct which may lead to disciplinary action. Further, supervisors and managers will be subject to discipline for failing to report suspected discrimination or harassment or otherwise knowingly allowing discrimination or harassment to continue. Employees and students who believe they have been subjected to discrimination or harassment may use the College's [Discrimination Complaint Procedure](#) for more details on how to have their allegations reviewed, including a link to a complaint form.

Discriminatory acts committed by an employee, agent of the College, or non-employee (vendor, campus visitor or guest) should be promptly reported to the Affirmative Action Officer. Cases involving sex discrimination claims against employees can also be reported to the Title IX Coordinator. The Affirmative Action Officer has authority and responsibility for investigating claims of discrimination and harassment by employees under this policy and can work to facilitate appropriate responses by non-employees and

visitors. Acts committed by a student, or visitor of a student, should promptly be reported to a residence hall director, the Student Conduct Office, or in cases of sex discrimination, including sexual harassment, and sexual assault, may be directed to the Title IX Coordinator. The Title IX Coordinator has the authority to investigate claims of sex discrimination including sexual harassment under this policy.

In situations where a person believes there is an immediate danger please contact University Police 607-753-2111.

Retaliation against a person who files a complaint, serves as a witness, or assists or participates in any manner in this procedure, is unlawful, is strictly prohibited and may result in disciplinary action. Retaliation is an adverse action taken against an individual as a result of complaining about or provides information regarding unlawful discrimination or harassment, exercising a legal right, and/or participating in a complaint investigation as a third-party witness. Adverse action includes being discharged, disciplined, discriminated against, or otherwise subject to adverse action because the individual reports an incident of discrimination or harassment, provides information, or otherwise assists in any investigation of a discrimination or harassment complaint. Participants who experience retaliation should contact the campus Affirmative Action Officer, or Title IX Coordinator as appropriate, and may file a complaint pursuant to these procedures.

Inquiries regarding the application of non-discrimination laws and policies may be directed to the Affirmative Action Officer or in cases of sex discrimination, including sexual harassment, and sexual assault, the Title IX Coordinator may also be contacted. Their contact information office locations are detailed below:

Affirmative Action Officer  
Miller Building, Room 301  
607-753-2302 (office)  
[Affirmative Action Website](#)

Title IX Coordinator  
Miller Building, Room 404  
607-753-2263 (office)  
607-753-4550 (direct)  
[Title IX Website](#)

Inquiries may also be directed to the United States Department of Education's Office for Civil Rights (OCR), 32 Old Slip 26<sup>th</sup> Floor, New York, NY 10005-2500; Tel, (646) 428-3900; Email [OCR.NewYork@ed.gov](mailto:OCR.NewYork@ed.gov)

Individuals wishing to file a claim of discrimination or harassment under this policy may do so by following the process set forth in the College's [Discrimination Complaint Procedure](#).

Related Policies:

- [SUNY – Equal Opportunity: Access, Employment and Fair Treatment in the State University of New York](#)
- [SUNY Policies on Sexual Violence Prevention and Response](#)
- [SUNY Policy on Mandatory Reporting and Prevention of Child Sexual Abuse](#)
- [SUNY Cortland Bullying in the Workplace and Civility Standards](#)

- [SUNY Cortland Sexual Harassment Response and Prevention Policy](#)
- [SUNY Cortland Workplace Violence Policy and Procedures](#)
- [New York State Human Rights Law](#)
- [U.S. Equal Employment Opportunity Commission](#)

*Revised and approved President's Cabinet 12/17/2018*