

BUFFALO STATE COLLEGE

DIRECTORY OF POLICY STATEMENTS

Policy Number: VI:01:00

Date: October 1984
Updated: November 1987

Subject: **Affirmative Action**

See <http://equity.buffalostate.edu/affirmative-action-policy>

It is the policy of this institution to provide equal employment and educational opportunities to all and to ensure that no discrimination occurs against any employee or student. This institution subscribes to all applicants, students, or employees on the basis of race, sex, ethnicity, national origin, sexual orientation, religion, age, handicap, marital or veteran status and arrest and/or conviction record. This policy includes all aspects of recruitment, hiring, training, promotions, and all other terms and conditions of employment as well as admissions, access to programs, and all other services and privileges of student status. Affirmative action will be taken to ensure that traditionally disadvantaged, protected classes of employees and students are given an equitable opportunity for progress.

The State University College at Buffalo is an institution where women, members of minority groups, the disabled, and any other protected group should feel welcomed, challenged and respected, and where the human values underlying this policy are transmitted to our students, both in an outside of the classroom.

Source of Information: Statement from President, October 1984
Revised Statement, November 1987

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Buffalo State College Affirmative Action Policy Statement

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Reaffirmation of the Affirmative Action Policy Statement

The State University College at Buffalo (Buffalo State College) reaffirms its commitment to and support of equal opportunity and affirmative action in employment and education. As a public institution, through its policies and procedures, the college adheres to federal and state laws, executive orders, and SUNY Board of Trustee policies and practices with respect to nondiscrimination and affirmative action. The college seeks to ensure that no person encounters discrimination based on race, color, religion, sex, sexual orientation, age, national origin, disability, marital or veteran status.

In accordance with Executive Order 11246 and Revised Order #4, the College is committed to a program of affirmative action. Through its affirmative action plan, guidance is provided to the college community on how to meet the regulations of the Department of Labor's Office of Federal Contract Compliance Programs (OFCCP). Affirmative action is designed to alter past and present patterns of discrimination and under utilization of minorities and women and to take a proactive approach to recruiting, selecting, hiring, and promoting traditionally underrepresented groups.

Buffalo State College is committed to diversity and excellence in its faculty, staff, students and program offerings, the college seeks to foster an environment which is conducive to teaching and learning, imbues integrity and social justice, and promotes intellectual growth and development. Higher education in a diverse and pluralistic society has the responsibility for enhancing openness to a range of ideas and human possibilities. This experience should serve to broaden the perspectives of women, ethnic minorities, and other protected groups, and enhance the teaching, research, and service function of the college.

Equal opportunity and affirmative action are college-wide responsibilities. Every member of the college community has the duty and responsibility of working collectively to ensure non-discrimination and to enhance diversity among the faculty, staff and students. This affirmative action plan informs the campus of policies and procedures developed as guidelines for all college personnel. The guidelines provide an opportunity to monitor the college's efforts to:

- ❖ Recruit, hire, train and promote in all job titles, without regard to race, color, religion, sex, sexual orientation, age, national origin, disability, marital or veteran status, except where sex is a bona fide occupational qualification;

- ❖ Base decisions on employment so as to further the principle of equal employment opportunity and affirmative action;
- ❖ Ensure that promotion decisions are in accordance with principles of equal employment opportunity and affirmative action by imposing only valid requirements and criteria for promotional opportunities;
- ❖ Ensure that all personnel actions such as compensation, benefits, transfers, layoff, return from layoff, university-sponsored training, education, tuition assistance, social and recreation programs will be administered without regard to race, color, religion, sex, sexual orientation, age, national origin, disability, marital or veteran status in accordance with affirmative action;
- ❖ Ensure that outside agencies and contractors with whom the college does business, comply with applicable equal opportunity and affirmative action laws.

As President of the college, I reaffirm my positive commitment to the advancement of the principles of equal opportunity, nondiscrimination, affirmative action, equity and diversity. To assure compliance with this policy, effective February 8, 1996, I have appointed Dolores E. Battle, Ph.D., Senior Advisor to the President for Equity and Campus Diversity as the equal employment/affirmative action officer of the college.

Each year the affirmative action plan will be evaluated and updated through the combined efforts of the affirmative action officer and the President's Council on Equity and Campus Diversity to reflect our progress towards achieving fair representation. When fair representation is achieved, we will no longer set numerical hiring goals, nor allow sex/race to be part of the reasons for making selections. Equal employment opportunity will be the letter of the law from that point forward.

The basis for our commitment to equal employment opportunity and affirmative action is not only legal basis, but moral and ethical. Our college and its environments, both internal and external, are enriched by the presence and contributions of persons with diverse backgrounds and experiences. Increased diversity throughout the college community will stimulate social growth and enhance quality and excellence. I urge all members of the college community to become familiar with the contents of this document and to cooperate fully with the implementation of equal employment opportunity/affirmative action program.