

**AFFIRMATIVE ACTION POLICY**

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**Category:** Equity and Campus Diversity  
**Responsible Office:** Equity and Campus Diversity Office

**Date Established:** 01/11/1987  
**Date Last Revised:** 03/14/2023  
**Date Posted to Library:** 06/27/16

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**POLICY****Policy Statement**

It is the policy of Buffalo State to provide equal employment and educational opportunities to all and to ensure that no discrimination occurs against any employee or students. The 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.

**Background**

The State University at Buffalo (Buffalo State) is an institution where women, members of historically underrepresented groups, persons with disabilities, 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 and outside the classroom. (Policy: VI: 01:00, Directory of Policy Statements. Rev. November 1987)

**Applicability**

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.

**Definitions**

Affirmative action will be taken to ensure that traditionally disadvantaged, protected classes of employees and students are given an equitable opportunity for progress.

**Responsibility**

President of the University, President's Council on Equity and Campus Diversity, Chief Diversity Officer

**RELATED INFORMATION****Documents and Forms:**

[Executive Order 11246 Affirmative Action Plan \(AAP\)](#)

**CONTACT INFORMATION**

## Affirmative Action Policy

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### **REVISION HISTORY**

Date of change: 06/20/2015  
Brief description of edit: Updated to new format

Date of change: 06/27/2016  
Brief description of edit: Reformatted to standard template

**Date of change:** 03/14/2023

**Brief description of edit:** Updated campus designation of university and reformatted to standard template.

### **APPROVAL**

State University of New York Office of General Counsel