

AFFIRMATIVE ACTION POLICY

Division: Equity and Campus Diversity
Responsible Office: Equity & Campus Diversity Office

Date Established: 01/11/1987
Date Last Revised: 04/15/26
Date Posted to Library: 06/27/2016

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.

SCOPE & PURPOSE

The SUNY Buffalo State University 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.

APPLICABILITY

This policy applies 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.

RESPONSIBILITIES

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

APPENDIX/AUTHORITY

Documents and Forms:

[Executive Order 11246 Affirmative Action Plan](https://equity.buffalostate.edu/sites/equity.buffalostate.edu/files/uploads/Documents/policies/AA_P_Narr.012814_fnl.pdf)
https://equity.buffalostate.edu/sites/equity.buffalostate.edu/files/uploads/Documents/policies/AA_P_Narr.012814_fnl.pdf

CONTACT INFORMATION

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APPROVAL

State University of New York Office of General Counsel

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.

Date of change: 04/15/2026

Brief description of edit: Reformatted to ADA accessible template.