

**DISCRIMINATION RELATED TO SEXUAL ORIENTATION, POLICY ON**

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

**Date Established:** 2012  
**Date Last Revised:** 03/14/23  
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**POLICY****Policy Statement**

According to the New York State Human Rights Law and Section 2. Subdivisions 1 and 2 of section 291 of Education Law and the 2002 Sexual Orientation Non-Discrimination Act, the opportunity to obtain employment or education without discrimination because of age, race, creed, color, national origin, sexual orientation, sex, or marital status is recognized as and declared to be a civil right in New York State.

It is the policy of Buffalo State and the Board of Trustees of the State University of New York that no discrimination against or harassment of individuals will occur on any of the campuses or in the programs or activities of the university. Consistent with the policy, the University expects that all judgments about and actions toward students and employees will be based on their qualifications, abilities, and performance. Attitudes, practices, and preferences of individuals that are especially personal in nature, such as private expressions or sexual orientation, are unrelated to performance and provide no basis for judgment. The University expects all employees and students to take appropriate action to implement this policy of fair treatment.

**Complaint Resolution**

Buffalo State will take affirmative action to protect persons from discrimination related to sexual orientation. Persons who believe that there has been a violation of this policy have the right, and are encouraged, to discuss the complaint with the appropriate University official.

The president has appointed the chief diversity officer to ensure compliance with this policy. Should an employee, applicant, or student believe that they have been subject to discrimination in employment actions or academic decisions, the person may contact the Equity and Campus Diversity Office, 517 Cleveland Hall, 1300 Elmwood Avenue, Buffalo, New York, and can be reached by telephone at (716) 878-6210. The University will follow the SUNY Grievance Procedures for the Review of Allegations of Discrimination to resolve complaints of unlawful discrimination based on sexual orientation.

Persons choosing to use external agencies may file with the Division of Human Rights, Executive Order 28.1 Enforcement Unit. In determining whether alleged conduct constitutes a prohibited employment practice, the Governor's Office of Employee Relations (OER) will also investigate cases of discrimination relating to sexual orientation as well as the guidelines and procedures for redress.

## Bias Crimes Policy

Any employee or student who feels discriminated against based on sexual orientation may contact Karen A. Clinton Jones, Chief Diversity Officer. The office is located in Cleveland Hall 415.

### **CONTACT INFORMATION**

Equity and Campus Diversity Office  
Cleveland Hall, Room 517  
1300 Elmwood Avenue  
Buffalo, NY 14222

Phone: (716) 878-6210  
Fax: (716) 878-6234  
Website: <http://equity.buffalostate.edu/>  
Email: [eeoequity@buffalostate.edu](mailto:eeoequity@buffalostate.edu)

### **REVISION HISTORY**

Date of change: 05/27/2016

Brief description of edit: Reformatted to standard template

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

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

### **APPROVAL**