

PUBLIC NOTIFICATION OF NON-DISCRIMINATION/SEXUAL MISCONDUCT POLICY

It is the policy of The State University of New York Downstate Health Sciences University (Downstate) to provide equal employment opportunities without regard to race, color, religion, creed, ethnicity, national origin, citizenship status, age, marital status, disability, sexual orientation, gender (including pregnancy, gender identity, gender expression, and gender non-conformity) military status, prior record of arrest or conviction (except as permitted by law), predisposing genetic characteristics, or status as a victim of domestic violence, sexual offenses and stalking, and to maintain an environment free of harassment on any of the above-noted grounds, including sexual harassment or retaliation.

It is Downstate’s policy to provide equal educational opportunities without regard to age, race, color, religion, creed, ethnicity, national origin, alienage, citizenship status, disability, sexual orientation, gender (gender identity, gender expression, gender and non-conformity), status as a pregnant or parenting student and to maintain an environment free of harassment on the basis of any of these grounds, including sexual harassment/assault (including domestic, dating or intimate partner violence) stalking or retaliation.

This policy is in accordance with Title VI and Title VII of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, Age Discrimination in Employment Act of 1967, Section 503 and Section 504 of the Rehabilitation Act of 1973, Fair Labor Standards Amendments of 1974, Immigration Reform and Control Act of 1986, The Americans with Disabilities Act of 1990, Civil Rights Act of 1991, New York Education Law 129 (b), New York State Labor Law Section 201G 2018, New York State Human Rights Laws and Provisions of Anti-Discrimination in Collective Bargaining Agreements of the State University of New York.

Downstate’s Non-Discrimination/Sexual Misconduct Policy sets forth the procedures for employees, students, patients, visitors and others who do business with, or use Downstate facilities or otherwise interact with Downstate to file complaints of unlawful discrimination, sexual misconduct or retaliation. Complaints may be filed by contacting Downstate’s Office of Diversity & Inclusion (ODI) or by filing with one of the agencies identified below. A copy of this policy may be obtained from ODI by visiting: www.Downstate.edu/diversity.

Internal Resources:
Victoria A. Ajibade, Esq.- AVP of Diversity & Inclusion
Brian J. Brennan, Jr.- Title IX Director/Deputy EEO Officer
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Tel: (718) 270-1738 Fax: (718) 270-2276
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U. S. Equal Employment Opportunity Commission New York District Office 33 Whitehall Street, 5th Floor New York, NY 10004 Tel: (212) 336-3620
Office for Civil Rights New York Office U. S. Department of Education 32 Old Slip, 26th Floor New York, NY 10005 Tel: (646) 428-3900
New York State Division of Human Rights 1 Fordham Plaza - 4th Floor Bronx, NY 10458 Tel: (718) 741-8400