



# SUNY EMPIRE STATE COLLEGE

## REAFFIRMATION OF AFFIRMATIVE ACTION POLICY STATEMENT

Empire State College reaffirms its belief and commitment in equal employment opportunity for all employees and applicants for employment in all terms and conditions of employment.

The College has developed and maintains a written Affirmative Action Program (AAP). As Officer in Charge, I am fully committed to supporting the affirmative action program and I encourage each employee to commit to carrying out the intent of this policy. The College maintains an audit and reporting system to determine overall compliance with its equal employment opportunity mandates. The Affirmative Action Office oversees the affirmative action plan development, modification, implementation, effectiveness, reporting requirements and conducts management updates.

As part of the College's commitment to this overall process, it will seek to ensure that all aspects of employment, including recruitment, selection, job assignment, training, compensation, benefits, discipline, promotion, transfer, layoff and termination processes remain free of illegal discrimination based upon race, color, religion, sex, sexual orientation, gender identity, national origin, disability (as defined under Section 503 of the Rehabilitation Act of 1973) or protected veteran status (as defined under Vietnam Era Veterans' Readjustment Assistance Act of 1974). The College ensures that all employment decisions are based only on valid job requirements. Regular review helps to ensure compliance with this policy.

The College will ensure that employees and applicants shall not be subjected to harassment due to their status described above, or any harassment, intimidation, threats, coercion or discrimination because they have engaged in or may engage in any of the following activities; (1) filing a complaint with the College or with federal, state, or local agencies regarding status covered under this AAP, (2) assisting or participating in any investigation, compliance review, hearing, or any other activity related to the administration of any federal, state, or local equal employment opportunity or affirmative action statute pertaining to the status covered under this AAP; (3) opposing any act or practice made unlawful by section 503 and/or VEVRAA, and (4) exercising any other right protect by section 503 and/or VEVRAA or its implementing regulations in this part.

Please contact Mary Ellen Keeney, Associate Vice President for Human Resources and Interim Affirmative Action Officer at [MaryEllen.Keeney@esc.edu](mailto:MaryEllen.Keeney@esc.edu) should you have any questions regarding this policy statement.

A handwritten signature in blue ink, appearing to read 'M. Nesler'.

Mitchell S. Nesler, Ph.D.  
Officer in Charge