

LONG ISLAND UNIVERSITY  
MEMORANDUM

September 1, 2008

TO: The University Community  
FROM: Dr. David Steinberg, President  
RE: Equal Employment Opportunity Policy Statement

This policy is to reaffirm the University's commitment to equal opportunity in employment and to the opportunity for advancement of all qualified individuals without discrimination due to race, color, creed, religion, sex, sexual orientation, national origin, age, veterans status, disability, marital status or citizenship. The following policies are designed to ensure the values for which the University stands:

1. All personnel actions relating to recruitment, hiring, training, promotion, demotions, compensation, benefits, transfers, layoffs, return from layoff, University sponsored education, tuition assistance, and social and recreational programs, if any, must be administered without unlawful discrimination as to race, creed, color, national origin, age, disability, marital status, sex, sexual orientation or citizenship status and all other terms or conditions of employment.
2. No employee may be harassed physically, verbally or sexually on the basis of his or her race, color, creed, religion, sex, sexual orientation, national origin, age, veterans status, disability, marital status or citizenship by any other employee while on the job. No employee can be harassed or retaliated against because of the exercise of his or her rights under the law relating to equal opportunity or for participating in any related investigation. Further, no employee shall use his or her position at the University as a means to discriminate against any other employee or student for the same reasons cited above.
3. All employees are expected to cooperate with these policies and failure to do so may result in disciplinary action up to and including dismissal.
4. Complaints of discrimination as defined in this memorandum should be submitted to the Equal Employment Opportunity (EEO) Officer for investigation.
5. I have reappointed Howard White, Associate Vice-President for Affirmative Action and EEO to act on my behalf for the University. He has the overall responsibility for the implementation of all University Affirmative Action Programs, including monitoring of results and reporting to me.

If you have any questions concerning the University's equal employment opportunity programs or policies, they should be referred to Howard White at the University Center. Thank you in advance for your cooperation. Please post a copy of this policy statement on your bulletin boards.