

Statement of Policy in Diversity & Affirmative Action Program

Diversity is a source of strength, creativity and innovation for ESF. We value the contributions of each person and respect the profound ways their identity, culture, background, experience, status, abilities and opinions enrich the college community. We commit ourselves to the pursuit of excellence in teaching, research, outreach and diversity as inextricably linked goals ([ESF Institutional Statement on Diversity](#)).

It is the policy of the SUNY College of Environmental Science and Forestry to comply with Title VII of the Civil Rights Act of 1964, as amended, the Age Discrimination Act of 1967, the Rehabilitation Act of 1973, the Vietnam Era Veteran's Readjustment Assistance Act of 1972, as amended, Executive Order 11246, and the Americans with Disabilities Act of 1990. SUNY ESF is committed to the practices and principles of affirmative action/equal opportunity in all aspects of employment, student admissions and student life. This includes the advancement of employees through upgrading, promotion and training; the admission of a diverse student body; and the administration of all personnel activities in a manner that will not discriminate against any individual for reasons of race, color, religion, sex, age, national origin, disability, protected veteran status, marital status, sexual orientation or any other protected category.

In furtherance of established policy, SUNY ESF will:

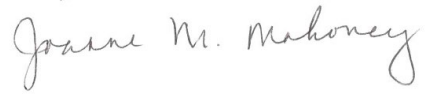
- Recruit, hire, train and promote in all job titles using principles of diversity and affirmative action, without regard to race, color, religion, sex, age, national origin, disability, protected veteran status, marital status, sexual orientation any other protected category, and
- Base employment decisions to further the principles of diversity and affirmative action.
- Ensure that promotion decisions are based solely on valid requirements of the position(s), in accordance with the principles of diversity and affirmative action.
- Ensure that all personnel actions such as compensation, benefits, transfers, layoffs, return from layoffs, training, education, tuition assistance, social and recreational programs are administered without regard to race, color, religion, sex, age, national origin, disability, protected veteran status, marital status or sexual orientation using the principles of diversity and affirmative action.
- Uphold and promote SUNY's policy prohibiting discrimination against any individual because of physical or mental disability, protected veteran status; furthermore, applicants and employees who believe they are disabled or protected veterans are encouraged to self-identify toward quantifying, acknowledgement, and celebration of a diverse ESF community.
- Maintain learning and working environments which are free from harassment based on race, color, religion, sex, age, national origin, disability, protected veteran status, marital status, sexual orientation or any other protected category, including intimidation or coercion of a sexual nature which affects employment, student life, working relationships, promotional opportunities or other conditions of employment.

We have developed a Diversity Strategy and Affirmative Action Program in accordance with the rules and regulations of the Office of Contract Compliance Programs and the Inclusion, Diversity and Equity Strategy from 2017 (soon to be updated). The new strategy will be based on data from ESF's Project Inclusion, implemented Fall 2020, which relies on a rubric that the entire campus is participating in to conduct a baseline structural review of each ESF unit, piloting the operations of inclusion, diversity and equity across the enterprise. As the rubric is complete, areas requiring intervention will be clear, strategic goals can be set, and the ESF Inclusion, Diversity and Equity Committee and the Office of Inclusion, Diversity and Equity can set realistic objectives in partnership with campus units to be carried out. This effort and related instruments will be used to continue the College's commitment to bridging gaps and integrating evidence-based quality initiatives, best practices, and the latest information into our processes to ensure inclusion, diversity, and equity.

All members of management are responsible for conducting personnel activities to ensure compliance with SUNY non-discrimination policies and in furtherance of the Affirmative Action Plan and our [Inclusion, Diversity and Equity Strategy](#). These blueprints establish result-oriented procedures to be carried out by good faith efforts to comply with affirmative action/equal opportunity laws. Progress toward the [achievement of inclusion, diversity, equity](#) and affirmative action goals will be monitored and reported to the President and Board of Trustees on at least an annual basis.

The Chief Diversity Officer has been appointed to serve with full responsibility and authority to carry out Inclusion, Diversity and Equity Strategy and Affirmative Action plans on behalf of ESF. This plan may be reviewed by any staff

member, student, faculty or employment applicant during normal business hours at the Office of Human Resources, 216 Bray Hall. It is both a privilege and a pleasure to assure our faculty, students, staff and those otherwise affiliated or associated, with my commitment to the implementation of the SUNY ESF Inclusion, Diversity and Equity Strategy and the Affirmative Action Program.

A handwritten signature in cursive script that reads "Joanne M. Mahoney".

Joanne M. Mahoney
President