LONG ISLAND UNIVERSITY
OFFICE OF THE PRESIDENT

MEMORANDUM

TO: All Members of the Long Island University Community

FROM: David J. Steinberg, President

DATE: March 25, 2013

SUBJECT: Equal Employment Opportunity Policy Statement

This policy reaffirms 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, religion, sexual orientation, gender and/or gender identity or expression, marital or parental status, national origin, ethnicity, citizenship status, veteran or military status, age, disability or any other legally protected basis. The following policies are designed to ensure the values for which the University stands:

1. All personnel actions relating to recruitment, hiring, training, promotion, demotion, 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, color, religion, sexual orientation, gender and/or gender identity or expression, marital or parental status, national origin, ethnicity, citizenship status, veteran or military status, age, disability or any other legally protected basis 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, religion, sexual orientation, gender and/or gender identity or expression, marital or parental status, national origin, ethnicity, citizenship status, veteran or military status, age, disability or any other legally protected basis 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. 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 appointed Gail D. Weiner, Associate Vice President for Employee Relations to act on my behalf for the University. She has 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 EEO programs or policies, please contact Ms. Weiner at University Center.

Please post a copy of this policy statement on campus bulletin boards. Thank you for your cooperation.