



Long Island University Equal Employment Opportunity Policy Statement

Long Island University is founded upon the premise of inclusion and has always embraced diversity. In keeping with its historic core values that celebrate opportunity, inclusion and diversity, 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. In furtherance of the upholding 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 this policy. Failure to do so may result in disciplinary action up to and including dismissal.

The University's designated department for issues concerning Equal Employment Opportunity is the Department of Human Resources. The designated contact person within Human Resources is Ron Edwards, Senior Human Resources Officer.