



EQUAL OPPORTUNITY AND AFFIRMATIVE ACTION POLICY

PURPOSE

Long Island University is committed to providing a learning, living, and working environment free from prohibited discrimination and harassment and to fostering a nurturing and vibrant community founded upon the fundamental dignity and worth of all of its members. Each individual has the right to work and learn in a professional atmosphere that promotes equal employment opportunities and prohibits discrimination and harassment. All employees, applicants for employment, interns (paid or unpaid), students, contractors and people conducting business with the University are protected from prohibited conduct.

STATEMENT OF POLICY

Long Island University's mission is to provide excellence and access in private higher education to those who seek to expand their knowledge and prepare themselves for meaningful, educated lives and for service to their communities and the world.

The University is committed to extending equal opportunity and providing affirmative action in all its programs, activities, facilities, and employment practices to all qualified individuals without regard for race, color, disability, religion, gender or gender expression or identity, sexual orientation, age, ethnic origin, physical or mental disability, genetic information, pregnancy or veteran status in employment and including genetic characteristics, familial status, hair texture, political activities, use of service animal, prior convictions (unless certain requirements are met) and domestic violence victim status. And our commitment extends to the conduct and operation of Long Island University's educational programs and activities including admissions, scholarship and loan programs and athletic and other school administered programs.

Long Island University is dedicated to building a community of individuals from diverse backgrounds that reflect the wider world and promote the civil discourse and intellectual rigor required for a democratic society.

All personnel decisions undertaken to build the University community will ensure that the workplace will be free from discrimination or harassment based on race, color disability, religion, gender or gender expression, sexual orientation, age, national origin, marital or pregnancy status, any protected veteran status, or military service, genetic information, familial status, hair texture, political activities, use of service animal, and domestic violence victim status, or any other characteristic or status protected by state or federal laws or University Policy.

Long Island University's Equal Opportunity and Affirmative Action Policies and Procedures are designed to establish a non-discriminatory work and educational environment and to meet relevant legal requirements, including, but not limited to: Titles VI and VII of the Civil Rights Act of 1964; The Equal Pay Act of 1963, Title IX of the Education Amendments Act of 1972; relevant sections of the Violence

Against Women Reauthorization Act; the Americans with Disabilities Act of 1990, and its ADA Amendments, Section 504 of the Rehabilitation Act of 1973, the Age Discrimination in Employment Act of 1967, New York State Education and Human Rights Laws, and New York City laws that prohibit discrimination on the basis of certain enumerated categories.

Long Island University affirms that all terms and conditions of employment such as compensation, benefits, transfers, layoffs, return from layoffs, University-sponsored training, educational tuition assistance, social and recreation programs, shall be administered without regard to race, color, religion, sex, sexual orientation, pregnancy, gender identity or expression, age, national or ethnic origin, physical or mental disability, marital, familial or veteran status, military service, genetic information, hair texture, political activities, use of service animal, and domestic violence victim status in accordance with all applicable laws, directives and regulations of federal applicable state and local entities and University policy.

This policy is intended to work in tandem with the University's wider policies and also act as guideline to align institutional practice with the University's commitment to diversity, equity, and inclusion.

DEFINITIONS

Affirmative Action is a policy of proactively seeking diversity for employment and educational opportunities.

Discrimination is the unjust treatment of others. It is a behavior based on prejudice.

Equal Employment Opportunity establishes a baseline for acceptable practices and behavior in the workplace. It prohibits discrimination in the workplace.

POLICY TYPE: OPERATIONS