



SUNY Orange Policy Manual

Policy Number	Policy Title
BP3.3	Harassment and Discrimination

The College prohibits discrimination against, and harassment of, an employee, student, visitor or vendor based on actual or perceived age, race, marital status, veteran/military status, sexual orientation, religion, sex, national origin, ancestry, ethnicity, alienage, citizenship status, color, creed, handicap, disability, familial status, arrest record and/or any other characteristic protected under federal, state or local law. The College will take all steps necessary to prevent and stop the occurrence of unlawful discrimination and/or harassment in the workplace and educational setting. All employees and students, including but not limited to, College administration, officials and supervisory personnel, are responsible for ensuring a work and educational environment free from prohibited discrimination and harassment. All employees and students will be held responsible and accountable for avoiding or eliminating inappropriate conduct that may give rise to a claim of harassment or discrimination. Employees are encouraged to report violations to the Human Resources Officer.

Officials and supervisors must take immediate and appropriate corrective action when instances of prohibited discrimination and/or harassment come to their attention to assure compliance with this policy. Each employee and student is assured that retaliation against an individual who makes a complaint or report under this policy is absolutely prohibited and constitutes, in and of itself, a violation of this policy. Any questions regarding the scope or application of this policy should be directed to the Human Resources Officer.

The Board of Trustees directs the President to develop such procedures as to fairly implement this policy.