

Suffolk County Community College Equal Opportunity and Anti-Discrimination Policy

A. PURPOSE

Suffolk County Community College ("College") is an equal opportunity employer and educational institution dedicated to fostering and maintaining a safe, accessible and inclusive environment that is free of all forms of discrimination and harassment. The College is committed to increasing the availability of opportunities and access for students, staff, and faculty. It is the responsibility of all members of the College community to uphold the policies of the College.

B. DEFINITIONS

Discrimination is behaviors or actions that deny or limit a person's ability to benefit from and/or fully participate in the College's educational programs or activities or employment opportunities because of a person's actual or perceived protected characteristics. Harassment on the basis of one or more of the protected characteristics listed below is a form of discrimination prohibited by this policy. Bias incidents, which are also prohibited by this policy, are defined as acts of bigotry, harassment, or intimidation directed at a member or a group because of their actual or perceived protected characteristics.

C. DISCRIMINATION PROHIBITED

1. Suffolk County Community College does not discriminate on the basis of race, color, religion, sex, age, marital status, gender identity or expression, sexual orientation, familial status, pregnancy, predisposing characteristics, equal pay compensation, national origin, military or veteran status, domestic violence victim status, criminal conviction, disability or any other legally prohibited basis upon which discrimination is unlawful in its admissions, programs and activities, or employment. This applies to all employees, students, applicants and other members of the College community (including, but not limited to, trustees, vendors, visitors and contractors). No person, on the basis of any of the above, shall be denied admission to, or participation in, any of the College's programs or activities.

3.

available for students who wish to maintain confidentiality while getting the support they need. However, requests for confidentiality may limit Suffolk County Community College's ability to investigate and respond to the allegations. The College cannot guarantee complete confidentiality because of its responsibility to safeguard all members of the community and its obligations under the law, including Title VII and IX. Certain employees on campus have different abilities to maintain confidentiality: Some employees are required to maintain near complete confidentiality; talking to them is sometimes called a "privileged communication." For students, this includes the offices of Mental Health Services, and Health Services on each campus

G. DISCIPLINARY ACTION

Violations of this policy shall be considered misconduct, and violators may be subject to disciplinary action in accordance with College policy, the applicable collective bargaining agreements, and the Student Code of Conduct. Such discipline may include termination, suspension or expulsion

H. RELATED POLICIES, DOCUMENTS, AND CONTACTS

POLICIES

- [Anti-Bullying Policy](#)
- [Definition of Affirmative Consent](#)
- [Options for Confidentially Disclosing Sexual Violence](#)
- [Policy for Alcohol and/or Drug Use Amnesty in Sexual and Interpersonal Violence Cases](#)
- [Sexual Violence Response Policy](#)
- [Whistleblower Policy](#)
- [Workplace Violence Prevention Policy](#)

DOCUMENTS

- [Annual Security Report](#)
- [Anti-Discrimination Grievance Procedure for employees](#)
- [Code of Professional Ethics](#)
- [College Disciplinary Process vs. Criminal Justice Process](#)
- [Faculty Resource Handbook](#)
- [Sexual Harassment and Sexual Violence Complaint and Grievance Procedure for employees](#)
- [Student's Bill of Rights](#)
- [Student Code of Conduct](#)
- [Student Handbook](#)
- [Non-Discrimination Notice](#)
- [Notice under the Americans with Disabilities Act \(ADA\)](#)

I. REFERENCES

- Age Discrimination Act of 1975, 42 U.S.C. § 6101 et seq.
- Age Discrimination in Employment Act of 1967, 29 U.S.C. § 621 et seq.
- Americans with Disabilities Act of 1990, 42 U.S.C. § 12101 et seq.
- Title VI, Civil Rights Act of 1964, 42 U.S.C. § 2000e et seq. (nondiscrimination based on race, color, and national origin in federally assisted programs)
- Title VII, Civil Rights Act of 1964, 42 U.S.C. § 2000e et seq. (nondiscrimination based on race, color, and national origin in employment)
- Title IX, Education Amendments of 1972, 20 U.S.C. § 1681 et seq. (nondiscrimination based on sex in education programs and activities)

- Section 504 of the Rehabilitation Act of 1973, 29 U.S.C. § 794 (nondiscrimination based on disability)
- Genetic Information Nondiscrimination Act of 2008, Pub. L. ~~210~~
- NYS Executive Law Article 15 (New York State Human Rights Law)
- NYS Education Law §13(nondiscrimination in educational programs)
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APPENDIX A
CONTACTS FOR MAKING A COMPLAINT

- Contact Public Safety at any time by calling (631)-4542 or 311 from any College phone.
- In case of an emergency, call 911 to contact local law enforcement.

Civil Rights Compliance Officers (complaints against employees and third parties):

Christina Vargas
Chief Diversity Officer/Title IX Coordinator
Ammerman Campus, NFL Bldg Suite 230
533 College Road, Selden, New York 11784
vargasc@sunysuffolk.edu
(631) 4514950

Dionne Walker Belgrave
Affirmative Action Officer/Deputy Title IX Coordinator
Ammerman Campus, NFL Bldg., Suite 230
533 College Road, Selden, New York 11784
walvD38@sunysuffolk.edu

APPENDIX B
EXTERNAL RESOURCES

Employment	Admissions & Education Programs and Activities
<p>New York State Division of Human Rights Long Island (Suffolk) Office New York State Office Building 250 Veterans Memorial Highway Suite 2B49 Hauppauge, New York 11788 Tel: (631) 9526434 TDD: (718) 7418300 Email: InfoLongIsland@hdr.ny.gov Also see the Division of Human Rights website</p> <p>U.S. Equal Employment Opportunity Commission New York District Office 33 Whitehall Street, 5th Floor New York, New York 10004 Tel: (800) 6694000 Fax: (212) 3363790 TTY: (800) 6696820 ASL Video Phone: (844) 2384122 Also see the EEOC website</p>	<p>Office for Civil Rights – New York U.S. Department of Education 32 Old Slip, 26th Floor New York, New York 10005 Tel: (646) 428-3800 Fax: (646) 428-8843 TDD: (877) 521-2172 Email: OCR.NewYork@ed.gov Also see the Office for Civil Rights website</p>