



SUNY Orange Policies

Policy Number	Policy Title
BP3.3	Harassment and Discrimination

SUNY Orange is committed to fostering a diverse community of faculty, staff, and students, as well as ensuring equal educational opportunity, employment, and access to services, programs, and activities, without regard to an individual's race, color, ancestry, citizenship status, national origin, religion, creed, age, disability, sex (including pregnancy, childbirth, and related medical conditions), sexual orientation, gender expression and identity, marital status, familial status, predisposing genetic characteristics, military status, domestic violence victim status, criminal conviction or other characteristics protected by state or federal law. Employees, students, applicants or other members of the College community (including but not limited to vendors, visitors, and guests) may not be subjected to harassment that is prohibited by law or treated adversely or retaliated against based upon a protected characteristic.

This policy is in accordance with federal and state laws and regulations prohibiting discrimination and harassment. These laws include the Americans with Disabilities Act (ADA), Section 504 of the Rehabilitation Act of 1973, Title IX of the Education Amendments of 1972, Title VII of the Civil Rights Act of 1964 as Amended by the Equal Employment Opportunity Act of 1972, and the New York State Human Rights Law. These laws prohibit discrimination and harassment, including sexual harassment and sexual violence.

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 by employees should be directed to the Associate Vice President of Human Resources. Students can contact the office of the Associate Vice President for Student Engagement and Completion. Sexual harassment complaints will be addressed under Policy BP3.2 and Procedure BP3.2.

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

Amended: March 13, 2024

Amended: March 16, 2022

Amended: Oct. 16, 2019