

# Non-Discrimination Statement

## DOCUMENT INFORMATION

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Approved by																
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## DOCUMENT CONTENT

### Fredonia Non-Discrimination Statement

Pursuant to University policy, the University is committed to fostering a diverse community of outstanding 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, national origin, religion, creed, age, disability, sex, gender identity, sexual orientation, familial status, pregnancy, predisposing genetic characteristics, military status, domestic violence victim status, or criminal conviction. Employees, students, applicants or other members of the University 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.

The University's policy is in accordance with federal and state laws and regulations prohibiting unlawful 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.

Inquiries regarding the application of Title IX and other laws, regulations and policies prohibiting discrimination may be directed to **Dr. Bill Boerner, Chief Diversity Officer** at [William.boerner@fredonia.edu](mailto:William.boerner@fredonia.edu). Inquiries may also be directed to the United States Department of Education's Office for Civil Rights, 32 Old Slip 26th Floor, New York, NY 10005-2500; Tel. (646) 428-3800; Email [OCR.NewYork@ed.gov](mailto:OCR.NewYork@ed.gov).

A SUNY-wide grievance procedure is available to all students and employees in cases of discrimination. If you feel you have been a victim of discrimination for any of the above reasons, feel free to contact the Office of Diversity, Equity, and Inclusion. Persons who wish to initiate such a grievance or complaint should also consult the [Dispute Resolution](#) page for detailed information on the filing process.

*An employee or student who participates in the procedure has the right to do so without fear of retaliation. It will be made clear that retaliation against an employee, a student or a witness who has filed a discrimination complaint will result in appropriate sanctions or other disciplinary action as covered by collective bargaining agreements, and/or applicable University policies.*

[FAQ's](#)

<b>Keywords</b>			
<b>Category(s)</b>	<table border="1"><tr><td data-bbox="526 193 769 457"><input type="checkbox"/> Academic Affairs <input type="checkbox"/> Advancement <input type="checkbox"/> Financial <input type="checkbox"/> Governance <input type="checkbox"/> ITS</td><td data-bbox="769 193 1000 457"><input type="checkbox"/> Operational <input checked="" type="checkbox"/> Personnel <input type="checkbox"/> School/College <input type="checkbox"/> Student Life</td></tr></table>	<input type="checkbox"/> Academic Affairs <input type="checkbox"/> Advancement <input type="checkbox"/> Financial <input type="checkbox"/> Governance <input type="checkbox"/> ITS	<input type="checkbox"/> Operational <input checked="" type="checkbox"/> Personnel <input type="checkbox"/> School/College <input type="checkbox"/> Student Life
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<b>Sub-Category(s)</b>			