

## The Research Foundation of State University of New York

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### AFFIRMATIVE ACTION POLICIES

#### Equal Employment Opportunity Policy

It is the policy of the Research Foundation of State University of New York to provide equal opportunity in employment for all qualified persons, to prohibit discrimination in employment, and to participate in the promotion of the full realization of equal employment opportunity through outreach programs as reflected in affirmative action plans.

#### Policy on the Employment of Disabled Individuals

It is the policy and intent of the Research Foundation of State University of New York that no otherwise-qualified disabled individual will, solely by reason of his or her disability, be excluded from Research Foundation employment or be subject to discrimination if employed by the Foundation.

The Research Foundation will employ, advance in employment, and otherwise treat disabled individuals without discrimination in all employment practices including, but not limited to, advertising, recruitment, promotion, demotion, transfer, layoff, termination, compensation, and selection for training.

Employees and applicants are protected from retaliation or adverse treatment when filing a complaint or assisting in an investigation.

#### Policy on the Employment of Special Disabled, Vietnam Era, and Other Eligible Veterans

It is the policy of the Research Foundation of State University of New York that no otherwise-qualified Special Disabled veteran, Vietnam Era veteran, or Other Eligible veteran will, solely by reason of his or her veteran status, be excluded from applying for Research Foundation employment or be subject to discrimination if employed by the Foundation. The Research Foundation will employ, advance in employment, and otherwise treat Special Disabled veterans, Vietnam Era veterans, and Other Eligible veterans without discrimination in all employment practices including, but not limited to, advertising, recruitment, promotion, demotion, transfer, layoff, termination, compensation, and selection for training.

Employees and applicants are protected from retaliation or adverse treatment when filing a complaint or assisting in an investigation.

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### AVAILABILITY OF AFFIRMATIVE ACTION PLAN

Employees or applicants for employment may review the operating location's Research Foundation Affirmative Action Plan upon request. To review the Affirmative Action Plan, contact the following person at the location and time indicated below:

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### INVITATION FOR SELF-IDENTIFICATION

Disabled individuals, Special Disabled veterans, Vietnam Era veterans, or Other Eligible veterans who wish to benefit under the Foundation's Affirmative Action Program are invited to identify themselves. Self-identification forms are available at the above location. This information is strictly *voluntary* and will be kept *confidential*. Refusal to provide it will not subject the applicant or employee to any adverse treatment, and it will be used only in accordance with government regulations.