



THE RESEARCH FOUNDATION
The State University of New York

POLICY ON NONDISCRIMINATION ON THE BASIS OF AGE

BACKGROUND

The Research Foundation has established the policy on nondiscrimination on the basis of age to comply with federal and state laws, including the Age Discrimination in Employment Act of 1967, the New York Human Rights Law, and the Age Discrimination Act of 1975.

The Age Discrimination in Employment Act of 1967, passed to provide legal protection for the employment rights of people from 40 to 65 years of age, was amended in 1978 to protect people to 70 years of age, and was further amended in 1986 to eliminate mandatory retirement at any age by removing the upper limit on the protected age group.

The Foundation complies with the New York Human Rights Law and the Age Discrimination Act of 1975. The New York Human Rights Law prohibits age discrimination in employment practices against individuals 18 years or older. The Age Discrimination Act of 1975 prohibits discrimination on the basis of age in programs or activities receiving federal financial assistance.

The Foundation is committed to maintaining a work environment that is free of all forms of discrimination because of a person's age. Fair and equitable treatment of all Research Foundation staff is important to ensure employee morale and the Foundation's effectiveness as an organization.

POLICY

The Research Foundation will ensure that discrimination does not occur against people who are 18 years of age or older in any Research Foundation programs or activities or in any of the sponsored programs or activities administered by the Research Foundation.

The Research Foundation will employ, advance in employment, and otherwise treat people 18 years or older without discrimination in all employment practices. These employment practices include, but are not limited to, advertising, recruitment, promotion, demotion or transfer, layoff or termination, rates of pay or other forms of compensation, and selection for training.

The Research Foundation of State University of New York

COMPLAINT PROCEDURE

The Research Foundation has established a complaint procedure for resolving allegations of discrimination. If, as an employee, you feel that the policy on nondiscrimination on the basis of age has been violated, contact your supervisor or the affirmative action officer at your location and obtain a copy of the “Procedure for Resolving Allegations of Discrimination.”