



We're here to help.

Everyone at UB should have the opportunity to achieve his or her best. Discrimination and harassment, in any form, run counter to this expectation and will not be tolerated. The Office of Equity, Diversity and Inclusion (EDI) is the university office responsible for promoting a workplace and learning atmosphere free from discrimination and harassment. If you are experiencing problems or have a concern, here's how EDI can help.

Informal Consultation

Contact EDI if you would like to discuss a situation that may be harassment, if you are seeking a reasonable accommodation, or for any circumstance that may be discrimination. We can provide confidential assistance and advice regardless of whether you wish to file a complaint.

Resolution of Allegations of Discrimination

If you believe you are the subject of discrimination or harassment, you have a right to file a report of discrimination and obtain a full investigation into your concerns. You are protected from retaliation for reporting discrimination.

Advice for Instructors, Managers and Supervisors

EDI can assist you to ensure you are meeting obligations to provide accommodations based on disability, religion, pregnancy or transgender status. We can also guide you in handling classroom situations that could present harassment concerns.

Response to Sexual Misconduct Disclosures

If a student discloses to you that he or she is a victim of a sexual assault, dating/relationship violence, stalking, or sexual harassment, EDI can provide guidance about the student's reporting options, counseling, support services, and classroom accommodations. EDI also assists faculty and staff who have experienced sexual assault.

New York State law requires employees to say the following to someone who reports a sexual assault to them:

"UB students and employees have the right to make a report to University Police, local law enforcement, and/or the State Police or choose not to report; to report the incident to the university; to be protected by UB from retaliation for reporting an incident; and to receive assistance and resources from the university."

Relevant University Policies

- Child Protection Policy
- Discrimination and Harassment Policy
- Domestic Violence in the Workplace Policy
- Reasonable Accommodation Policy
- Recruitment Exception Policy
- Recruitment Policy
- Religious Accommodation and Expression Policy
- Student Preferred/Chosen Name Policy
- Workplace Violence and Bullying Prevention

For more information, see UB's Policy Library at www.buffalo.edu/administrative-services/policy1/ub-policy-lib.

Notice of Non-Discrimination

The University at Buffalo is committed to ensuring equal employment, educational opportunity, and equal access to services, programs, and activities without regard to an individual's race, color, national origin, sex, religion, age, disability, gender, pregnancy, gender identity, gender expression, sexual orientation, predisposing genetic characteristics, marital status, veteran status, military status, domestic violence victim status, familial status, or ex-offender status. 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 based upon a protected characteristic.

The University's 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.

Inquiries regarding the application of Title IX and other laws, regulations and policies prohibiting discrimination may be directed to Sharon Nolan-Weiss, Director of the Office of Equity, Diversity and Inclusion and Title IX/ADA Coordinator, 406 Capen Hall, Buffalo, New York 14260; Tel. 716-645-2266; email diversity@buffalo.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.

Have a concern?

Contact EDI

406 Capen Hall

Email: diversity@buffalo.edu

Phone: 716-645-2266

Web: buffalo.edu/equity

- ▶ **Sharon Nolan-Weiss**
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Coordinator/ADA
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- ▶ **Jessica Byerly**
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- ▶ **David Mines**
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You may also consult:

- ▶ Your department chair or dean's office
- ▶ Office of Accessibility Resources: 716-645-2608
- ▶ Office of Employee Relations: 716-645-7777
- ▶ International Student Services: 716-645-2258
- ▶ Student Conduct and Advocacy: 716-645-6154

