

Sexual Orientation Policy

The College will not discriminate against an applicant or employee because of sexual orientation. This includes all employment practices such as hiring, appointing, promoting, retaining, training, granting permanent appointment, assigning work, or engaging in other conduct which otherwise adversely affects the employment opportunity of applicants or employees on the basis of sexual orientation of the employee or applicant.

The College will not discriminate on the basis of sexual orientation against any individual in the provision of services or benefits by the College. Harassment on the basis of sexual orientation will not be countenanced at SUNY Cortland in the employment relationship.

"Sexual orientation" is defined as the disposition of a person for heterosexuality, homosexuality, asexuality, or bisexuality; or a history of such a disposition, or any identification with having such a disposition. "Discrimination" is defined as any conduct which has the purpose or effect of making sexual orientation the basis for an employment decision, or which interferes with an employee's work performance, or which creates an intimidating, hostile, or offensive work environment.

The College will ensure that no discrimination against a person because of sexual orientation will occur on campus. The Affirmative Action Officer, ext. 2302, has responsibility for investigating claims of discrimination under this policy.