

# Nondiscrimination Notice

Pursuant to SUNY Upstate Medical University policy, SUNY Upstate 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, age, disability, sex, gender, pregnancy, gender identity, gender expression, sexual orientation, transgender status, predisposing genetic characteristics, marital status, familial status, veteran status, military status, domestic violence victim status, criminal conviction record, or any other class protected under state, federal, and local law ("protected class").

Employees, students, applicants or other members of the University community (including but not limited to vendors, visitors, patients, and guests) may not be subject to harassment that is prohibited by law, or treated adversely or retaliated against based upon a protected class.

SUNY Upstate's policy is in accordance with the 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 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:

Kate Nearpass  
Interim Title IX Coordinator and Co-Director of Institutional Equity  
Office of Institutional Equity  
SUNY Upstate Medical University  
6333 State Route 298, Room 3036  
East Syracuse, NY 13057  
Tel: (315) 464-9590  
[equity@upstate.edu](mailto:equity@upstate.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) 428-3900; Email: [OCR.NewYork@ed.gov](mailto:OCR.NewYork@ed.gov).

View SUNY Upstate's pertinent policies at  
<https://www.upstate.edu/equity/policies-and-procedures/non-discrimination.php>