Decisions on appointments, promotions, increments, leaves, and terminations are governed by the Policies of the Board of Trustees (Articles XI, XII, XIII, XIV) and are covered by the Agreement between the State of New York and United University Professions. The Policies and the Agreement are subject to change. Copies of these documents may be obtained from the Office of Human Resources. Some of these decisions are made by the President, others by the Chancellor or by the Board of Trustees.

BINGHAMTON UNIVERSITY AFFIRMATIVE ACTION/EQUAL ACCESS POLICY

It is the policy of the State University of New York to provide equal opportunity in employment for all qualified persons; to prohibit discrimination in employment; and to promote the full realization of equal employment opportunity through a positive, continuing program for the University as a whole and for each constituent of the University.*

Binghamton University complies with applicable Federal and State laws prohibiting discrimination, including Title IX of the Education Amendments of 1972 and sections 503 and 504 of the Rehabilitation Act of 1973. It is committed to equal treatment in every aspect of hiring and employment. Binghamton University proactively reviews its policies and practices to assure that decisions with respect to every dimension of employment are made without regard to age, color of skin, disability, gender expression and identity, genetic predisposition, marital status, national origin, race, ethnicity, religion, sex, sexual orientation, veteran’s status, status as a victim of domestic violence, and all other protected groups and classes under Federal and State Laws and executive orders. This policy statement includes student admissions, counseling, housing, financial aid, employment, and all academic and non-academic programs. In accordance with University policy and the State of New York Executive Order #28, no person shall be discriminated against in employment, educational programs and activities, or admissions based on sexual orientation.

These policies govern all University employment policies, practices, and actions including but not necessarily limited to recruitment, rate of pay or other compensation, benefits, advancement, upgrading, promotion, demotion, renewal, non-renewal, termination, transfer, layoff, leave, training, and employee benefits of whatever nature.

*(SUNY Board of Trustees Resolution, Adopted June 30, 1971. Board of Directors of the Research Foundation of the State University of New York endorsed policy in principle and adopted a "Statement of Policy" on March 19, 1974. [Full text available]) Also, Binghamton expects each contractor, supplier, union, public agency, or other cooperative agent to support this policy by complying with all applicable state and federal equal employment opportunity laws and regulations.

The following abbreviated affirmative action statement should be used in all recruitment advertisements:

Strongly committed to affirmative action. Recruitment conducted without regard to race, color, sex, religion, age, disability, marital status, sexual orientation, or national origin.
The original statement appearing below will continue to be used in all University publications or documents:

Binghamton University is strongly committed to affirmative action. We offer access to services and recruit students and employees without regard to race, color, sex, religion, age, disability, marital status, sexual orientation, or national origin.

See Division of Diversity, Equity and Inclusion Hiring Resource Guide for affirmative action recruitment and hiring guidelines.