MEMORANDUM

TO: The Yeshiva Community  DATE: October 2009
FROM: President Richard M. Joel
SUBJECT: Policy Statement on Non-Discrimination, Affirmative Action and Unlawful Workplace Harassment

As an integral part of the Non-Discrimination, Affirmative Action and Unlawful Workplace Programs of the Yeshiva University, the University periodically issues a formal statement reaffirming the University’s long-standing commitment to affirmative action and equal opportunity in conjunction with its “Procedures Regarding Complaints of Unlawful Harassment.” A copy of the Procedures is attached and can also be accessed at www.yu.edu/humanresources. As President of the University, I would like to once again to reaffirm the University’s commitment to apply every good faith effort in achieving non-discrimination and equality of opportunity in employment, as well as maintaining a zero-tolerance with respect to unlawful harassment in all spheres of academic life.

University-wide policies and procedures with regard to illegal harassment and affirmative action have been established, both as a legal obligation under applicable law and as a visible and formal expression of institutional policy. This policy is designed to insure that recruitment, hiring, training, promotion, and all other personnel actions and all programs are administered without regard to race, religion, creed, color, national origin, sex, age, disability, veteran or disabled veteran status, marital status, sexual orientation or citizenship status as those terms are used in the law. In addition, this policy is designed to maintain a work and academic environment free of harassment and intimidation. The Equal Employment Opportunity Commission (EEOC), defines sexual harassment as “unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitute sexual harassment when (1) submission to such conduct is made either explicitly or implicitly a term or condition of an individual’s employment, (2) submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual, or (3) such conduct has the purpose or effect of unreasonably interfering with an individual’s work performance or creating an intimidating, hostile, or offensive working environment.”

The responsibility for the University’s affirmative action/equal opportunity and anti-harassment policy lies with all Deans, Chairpersons, Department Heads, Directors, Administrators, Managers and Supervisors within their areas of responsibility and requires the commitment of the entire University community. Formal administrative and investigative responsibility has been assigned to the University’s Diversity & Affirmative Action Officer. If you have any questions relating to affirmative action or equal opportunity issues or if you wish to pursue a possible violation of the policy, you should contact a member of the Panel on Unlawful Harassment or the University’s Diversity & Affirmative Action Officer, Ms. Renee Coker, at the Resnick Campus, 1300 Morris Park Avenue, 1206 Belfer Educational Center, (Einstein) Bronx, NY 10461, (718) 430-3771. To view the list of current panel members at the Albert Einstein College of Medicine, please visit Human Resources’ website at www.yu.edu/humanresources. An updated list of the Panel on Unlawful Harassment for the Manhattan campuses will be posted by the end of the calendar year. In the interim, please contact the University’s Diversity and Affirmative Action Officer.

When warranted, the University will take appropriate corrective action to remedy all violations of this policy, up to and including termination and/or expulsion. Where appropriate, the University may also report discriminatory conduct to licensing boards. The University prohibits any form of retaliation against any employee or student for filing a bona fide complaint or for assisting in a complaint investigation.