

A NOTICE AND INVITATION TO ALL EMPLOYEES AND APPLICANTS

PRESIDENT: Chris P. Gibson, Ph.D.

AFFIRMATIVE ACTION AND EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

Siena College has been and will continue to be an equal opportunity employer. To assure full implementation of this equal employment policy, we will take steps to assure that:

- a. Persons are recruited, hired, assigned, and promoted without regard to race, religion, color, national origin, citizenship, gender, veteran's status, age or disability.
- b. All other personnel actions, such as compensation, benefits, transfers, layoffs and recall from layoffs, access to training, education, tuition assistance and social recreation programs are administered without regard to race, religion, color, veteran's status, national origin, citizenship, gender, age or disability.
- c. Employees and applicants shall not be subjected to harassment, intimidation, threats, coercion or discrimination because they have: (1) filed a complaint; (2) assisted or participated in an investigation, compliance review hearing or any other activity related to the administration of any federal, state or local law requiring equal employment opportunity; (3) opposed any act or practice made unlawful by any federal, state or local law requiring equal opportunity.

I have appointed Lois Goland, JD, to take on the responsibilities of Equal Opportunity Specialist (EOS). As EOS, she will be responsible for the day to day implementation and monitoring of this Affirmative Action Plan. As part of that responsibility, she will periodically analyze the College's personnel actions and their effects to insure compliance with our equal employment policy. If you, as one of our employees or as an applicant for employment, have any questions about this policy or would like to be considered under our Affirmative Action Plan, please contact Lois Goland (lgoland@siena.edu or 518-782-6673) during regular business hours. I have reviewed and fully endorse our Affirmative Action and Equal Opportunity program. In closing, I ask the continued assistance and support of all of the College's personnel to attain our objective of equal employment opportunity for all.

Sincerely,



Chris P. Gibson, Ph.D.

President, Siena College