

## About Us

The Buffalo State Equity and Campus Diversity Office are committed to ensuring a campus free from discrimination and harassment. To achieve this goal, the office has three major responsibilities: compliance, equity of services, and diversity.



## Office Mission Statement

- ❖ To develop innovative opportunities for faculty, staff, and students.
- ❖ To promote a sense of belonging in a community where we value diversity, equity, inclusion, and social justice.
- ❖ To provide experiences that further develop awareness and skills.
- ❖ To engage with and contribute to a global community in an accessible, safe, and supportive environment.

To achieve this goal, the office has three major responsibilities: **compliance**, **equity of services**, and **diversity**.



## Compliance

The Equity and Campus Diversity Office follows all local and federal laws that protect students, staff, and faculty from discrimination and harm. For more information on any of these policies and a complete list of all federal laws followed by Buffalo State, please [visit this page](#).

- ❖ **Title IX, Education Amendment of 1972:** This law makes it illegal to discriminate against another person due to gender and sex (including pregnancy, sexual orientation, and gender identity).
- ❖ **Title VII of the Civil Rights Act of 1964:** This law makes it illegal to discriminate against someone based on race, color, religion, national origin, or sex.
- ❖ **Americans with Disabilities Act of 1990 (ADA):** This law makes it illegal to discriminate against someone due to a disability. Reasonable accommodations (a change or modification to the task or environment) must also be provided in workplace and/or educational settings.

## Equity of Services

Simply put, ‘equity of services,’ means that all students, faculty, and staff members have the right to enjoy the same benefits and opportunities at Buffalo State regardless of their gender, gender expression, age, socioeconomic status, race, ethnicity, disability, and any other background or identity.



SUNY Buffalo State aligns with the recommendations published by The Conference on College Composition and Communication (CCCC). The CCCC is the world's largest professional group of college communicators. Its mission is to provide the latest research and resources for universities and educators

to create an ethical and effective learning environment for all students. For more information on the CCCC and its research, please visit: <https://cccc.ncte.org/>

- ❖ **Statement on Disability:** We recognize that not all disabilities may be readily apparent or visible and acknowledge and celebrate the vital contributions that those with disabilities bring to our campus. We strive to create a fully inclusive environment that enables meaningful engagement and access for all. For support or more information, please contact Student Accessibility Service here: <https://sas.buffalostate.edu/>.
- ❖ **Affirmative Action:** SUNY Buffalo State maintains an [affirmative action policy](#). This policy aims to provide equal opportunity for women, persons with disabilities, and any other traditionally underrepresented and protected classes of students.

## Diversity



We celebrate and embrace this campus community's differences and experiences. Our community would not be the same without the rich knowledge of our faculty, staff, and students' perspectives. Buffalo State is dedicated to the inclusion and equity of everyone's thoughts and beliefs.

- ❖ **A Student's Right to Their Own Language:** We recognize that American English encompasses a wide range of styles and patterns. To promote an inclusive and diverse educational setting, we affirm students' right to speak and write in the dialect of their choosing. We also seek to provide a supportive and nurturing environment for [multilingual students](#) and those learning English.
- ❖ **Student Veteran Support:** Student veterans possess unique skills and experiences that should be valued, honored, and recognized. Buffalo State offers additional [training and educational opportunities](#) for veteran students through the Jobs for Veterans Act (JVA).
- ❖ **LGBTQ+ Programming and Resources:** The mission of the Buffalo State College LGBTQ+ Resource Center is to provide a safe, inclusive, and celebratory environment for LGBTQ students, faculty, and staff. We seek to provide members of our campus community with resources that will support and affirm their process of self-discovery and identity development and facilitate connections between our campus and the Buffalo community. The [LGBTQ+ Resource Center](#) provides access to informative media, training, professional development, and advocacy.

## Coronavirus Information

As we adjust to the rapidly changing circumstances posed by the COVID-19 pandemic, we continue to remain committed to our work of ensuring that all members of the campus community can learn and work in an environment free from discrimination and harassment. While our staff is complying with New York State requirements for non-essential employees, we are working remotely and available to assist you. You may contact us via email ([eeoequity@buffalostate.edu](mailto:eeoequity@buffalostate.edu)) or leave a voicemail message at **(716) 878-6210**.