Policy 1.3: Equal Employment Opportunity - Affirmative Action

Updated 01/2024; Prior Revision Date 06/2021

Responsible HR Department: Employee & Labor Relations 212-404-3787

Policy: Equal employment opportunity is a fundamental principal at NYU Langone Health, where employment is based upon personal abilities and qualifications without regard to race, color, creed, religion, sex, sexual orientation, gender, gender identity or expression, transgender status, gender dysphoria, genetic information, marital status, partnership status, caregiver status, familial status, age, national origin, citizenship status, disability, military or veteran status, height, weight or any other protected class as established by law. Equal employment opportunity applies to all policies and procedures relating to recruitment, hiring, compensation, benefits, termination, training, transfers, promotion, tenure, participation in organization-sponsored educational, social and recreational programs, and all other terms and conditions of employment.

As a government contractor or subcontractor, it is also the policy of NYU Langone to undertake affirmative action in employment to comply with applicable federal, state or local requirements. NYU Langone is committed to equal opportunity and affirmative action in employment.

The Senior Director of Employee & Labor Relations has overall responsibility for monitoring equal opportunity compliance and affirmative action programs and for implementing, administering, and reviewing these programs through senior leadership and Human Resources in their functional areas of responsibility. The Senior Director of Employee & Labor Relations’ responsibilities also include monitoring policies and procedures to ensure non-discriminatory practices and investigating all equal employment opportunity/affirmative action complaints.

Chairs, Administrators, Department Heads, Directors and Supervisors are responsible for ensuring that all policies and procedures associated with equal opportunity and affirmative action are adhered to by personnel under their supervision.

Any employees with questions or concerns about equal employment opportunities in the workplace are encouraged to bring these issues to the attention of a member of Employee & Labor Relations.
Key Definitions:

Equal Employment Opportunity provides everyone with the same opportunity based on merit and not based on other factors or characteristics.

Affirmative Action programs are plans created to increase opportunities in the workplace for underrepresented groups.

Step-by-Step Procedure:

To implement these important objectives, NYU Langone:

1. Recruits, hires, trains and promotes all persons without regard to race, color, creed, religion, sex, sexual orientation, gender identity or expression, marital or parental status, age, national origin, disability, citizenship status, military or veteran status, transgender status, gender dysphoria, genetic information, or any other classification protected by applicable federal, state or local law.

2. Make employment decisions consistent with NYU Langone’s equal employment opportunity policy.

3. Ensure that all matters relating to employment decisions, including recruiting, hiring, compensation, benefits, transfers, layoffs, return from layoffs, sponsored training, education, tuition assistance, and social and recreational programs are administered without regard to race, color, creed, religion, sex, sexual orientation, gender, gender identity or expression, transgender status, gender dysphoria, genetic information, marital status, partnership status, caregiver status, familial status, age, national origin, citizenship status, age, disability, military or veteran status, or any other protected class as established by law.

Related Policies

- HR Policy 1.2 – Equal Employment Opportunity – Diversity in the Workplace
- HR Policy 1.4 – Equal Employment Opportunity for Persons with Disabilities
- HR Policy 1.5 - Equal Employment Opportunity – Affirmative Action Policy for Individuals with Disabilities and Covered Veterans
- HR Policy 1.6 – Self-Identification for Individuals with Disabilities and Covered Veterans