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3. The College will ensure that promotion decisions are in accord with principles of equal employment opportunity by imposing only valid requirements for promotional opportunities.
4. The College will ensure that all other personnel actions such as compensation, benefits, transfers, sabbaticals, leaves of absence, layoffs, returns from layoff, College sponsored training, education, tuition assistance, social and recreational programs will be administered without regard to sex, sexual orientation, gender, race, creed, color, religion, veteran or military status, national origin, age, disability, arrest record, familial status, marital status, domestic violence victim status, status as an ex-offender, predisposing genetic characteristics or genetic information or any other characteristic protected by federal or New York State law.
5. The Associate Vice President for Academic Affairs is designated as the College's Equal Opportunity and Affirmative Action Officer charged by the President of the College with direct