Information Related to Pregnancy and Family Responsibilities

Opportunities at Syracuse University are granted on academic and work performance and/or seniority without consideration of one’s obligations as it relates to pregnancy, disability, or any protected category. A pregnancy is treated like any other medical situation. The University does not discriminate against workers who have family caregiving responsibilities, such as pregnant women, parents of young children, parents of disabled children, and workers who care for their aging parents or sick spouses/partners.

Federal and state anti-discrimination laws, such as Title VII of the federal Civil Rights Act and Americans with Disabilities Act, prohibit discrimination based on sex, pregnancy, disability and association with disabled individuals. Accordingly, the University does not treat a pregnant employee differently than other short-term disabled employees. It does not refuse to promote or train a female based on stereotypical assumptions that as a caretaker or a mother, their performance and availability will suffer. The University hires applicants without regard to whether the person may become pregnant, has young children, has a disabled family member or any other protected category.

Federal and state family leave laws, such as the federal Family Medical Leave Act, guarantee leave for eligible employees, prohibit interference with leave, and prohibit discrimination against employees who take leave. These laws make it illegal, for example, for covered employers to deny a qualified employee’s request for time off to take care of an ill or dying parent, require an employee to come back early from leave, penalize employees who have taken leave by demoting or harassing them, or encouraging them to quit.

For more information about the Family Medical Leave Act or a disability leave, contact Dana Butler at butlerdl@syr.edu. If you are covered under the University’s health insurance plans, you can receive more information about your benefits from the Human Resources Service Center at hrservic@syr.edu.

If you feel that you have been subjected to discrimination or harassment, by any person employed by or doing business with SU, or you have witnessed such activity, please report the incident immediately to your supervisor. If reporting the incident to your supervisor is inappropriate because your complaint involves your supervisor or you fear reprisal, then please report the incident to:

Equal Opportunity, Inclusion & Resolution Services
005 Steele Hall, Syracuse University, Syracuse, NY 13244
or call 315-443-0211 or email cmcurtin@syr.edu.

Investigations and resolutions will be handled with as much privacy, discretion and confidentiality as possible without compromising diligence and fairness.

If after an investigation, it is found that inappropriate conduct occurred, immediate action will be taken, which may include but is not limited to reprimand, suspension, change in assignments, mandatory training, loss of privileges and/or termination. Retaliation against the person filing the complaint is unlawful and will be subject to disciplinary action which may include termination.