



| | |
|--|---|
| Title: Gender-Based Violence and the Workplace Policy | Policy Category: Human Resources |
| Issuing Authority: Administration & Finance | Responsibility: Human Resources |
| Publication Date: 04/27/2023 | Next Review Date: 04/27/2026 |

Printed copies are for reference only. Please refer to the [electronic copy](#) for the latest version.

Policy Statement/Background:

Stony Brook University is committed to maintaining campuses and a workplace free from domestic and other forms of gender-based violence. Stony Brook University in its continuing effort to facilitate a safe and welcoming environment in education and employment, and in support of federal and state gender-based violence prevention legislation, has adopted the following policy in furtherance of such efforts.

Domestic violence and other forms of gender-based violence impact the lives of thousands of New Yorkers each day, with tragic, destructive, and often fatal results. The impact of such violence transcends beyond the various locations at which such incidents take place and are felt in the workplace. The safety of victims, co-workers, and clients have the potential to be compromised.

Stony Brook University recognizes that domestic and gender-based violence occurs within a wide spectrum of relationships and is committed to taking every appropriate measure to support employees who may be experiencing victimization in a survivor-centered, trauma-informed, and culturally responsive manner.

Persons Covered by this Policy

This Policy shall extend to all full, part-time, and temporary employees, volunteers, and interns engaged by Stony Brook University in any official workplace capacity. Whenever possible, this Policy shall be extended to consultants, contractors, and other on-site providers.

Statement of Confidentiality

Stony Brook University recognizes and respects every employee's right to privacy and confidentiality. All information, including employee disclosures about victimization, shall be kept confidential to the extent permitted by law and Stony Brook University policy. Disclosure of such information may occur when an employee provides written informed consent or when the failure to disclose would create a substantial risk of imminent danger to the victimized employee, other employees, or worksite. Should that circumstance occur, the victimized employee will be notified of the actions that will be taken by Stony Brook University and information sharing will be limited to the employees deemed necessary for securing the safety of the victim, other employees, or worksite. All information shared with the employees identified will be as limited in scope as possible. Employees may be required to sign an acknowledgement of confidentiality stating that any information obtained regarding the victimized employee must be used for the sole intended purpose of facilitating the safety and security of the impacted parties and campus at large, as applicable.

Policy:

Stony Brook University will take all appropriate actions to promote safety in the workplace by efficiently and effectively responding to gender-based violence and the needs of victims to the fullest extent possible without violating any existing rules, regulations, statutory requirements, contractual obligations, or collective bargaining agreements.

Reports of incidents of workplace violence as noted in our [Workplace Violence Policy](#) will be taken seriously and dealt with appropriately. Individuals who commit acts of workplace violence may be removed from the premises by University Police and referred for disciplinary action, criminal penalty or both.

Stony Brook University will efficiently and effectively respond to the needs of victims in accordance with the procedures detailed below:

Procedures

To report acts of Workplace Violence, contact University Police by dialing 333 from any campus phone or (631) 632-3333 from an off-campus or cellular phone. Other procedures and guidelines regarding workplace violence can be found on the University's Human Resource Services website, at: [Workplace Violence Prevention Program](#).

Referrals must be offered to anyone who discloses they are a victim of domestic or gender-based violence, as follows: to the SUNY System DVAL and/or Campus DVAL, EAP, and/or the NYS Domestic and Sexual Violence Hotline (call: 800-942-6906, text: 844-997-2121, website: <https://opdv.ny.gov/survivors-victims>) (or the

statewide hotline for workplace sexual harassment, as may be appropriate), and any local programs serving victims of domestic and sexual violence.

If Stony Brook University suspects that an employee is a victim of domestic and gender-based violence, but the employee has not disclosed victimization, Stony Brook University shall refer the employee to the SUNY System DVAL and/or Campus DVAL, EAP, and/or the NYS Domestic and Sexual Violence Hotline (call: 800-942-6906, text: 844-997-2121, website: <https://opdv.ny.gov/survivors-victims>) (or the statewide hotline for workplace sexual harassment, as may be appropriate), and any local programs serving victims of domestic and sexual violence.

Definitions:

None

Contact:

Additional information about this policy is available here:

Domestic Violence Agency Liaisons (DVAL):

SUNY SYSTEM DVAL:

Name: Jennie Marie Duran, Assistant Vice Chancellor and System-Wide Affirmative Action Officer

Phone: (518) 320-1851

Email: jennie.duran@suny.edu

WEST CAMPUS DVAL:

Name: Catherine Duffy

Phone: 631-632-2944

Email: catherine.duffy@stonybrook.edu

Supervisor's Name: Lynn Johnson

EAST CAMPUS DVAL:

Name: Mary Paciella

Phone: 631-444-8187

Email: mary.paciella@stonybrookmedicine.edu

Supervisor's Name: Colette Brown

Human Resource Services:

West Campus, Health Sciences, and School of Medicine

390 Administration Building

Stony Brook, NY 11794

Phone: (631) 632-6161

Email: hrs_info@stonybrook.edu

Stony Brook University Hospital

31 Research Way, Suite 200
East Setauket, NY 11733
Phone: (631) 444-4700

Long Island State Veterans Home (LISVH)

100 Patriots Road
Stony Brook, NY 11790
Phone: (631) 444-8617

Employee and Labor Relations:**West Campus and Health Sciences Center**

291A Administration Building
Stony Brook, NY 11794
Phone: (631) 632-6140

Stony Brook University Hospital

HSC Level 3, Room 040
Stony Brook, NY 11794
Phone: (631) 444-3780

Long Island State Veterans Home (LISVH)

100 Patriots Road
Stony Brook, NY 11790
Phone: (631) 444-8617

Employee Assistance Program (EAP)**West Campus**

Social & Behavioral Sciences Building, Room N-116A
Stony Brook, NY 11794
Phone: (631) 632-6085
www.stonybrook.edu/eap

University Hospital

Hospital Level 5, Room 556
Stony Brook, NY 11794
Phone: (631) 632-6085
www.stonybrook.edu/eap

Relevant Standards, Codes, Rules, Regulations, Statutes and Policies:

- [Sexual Misconduct & Reporting Policy](#)
- [Domestic Violence and the Workplace Policy](#)
- [Disruptive Behavior Policy](#)
- [Workplace Violence Policy](#)
- [Human Resources Website, Workplace Violence Prevention Program](#)