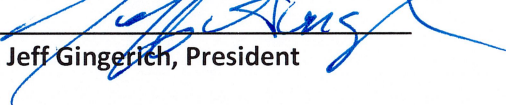




ST BONAVENTURE
UNIVERSITY

Prohibition of Discrimination Based on Reproductive Health Decision Making

Administered By: Human Resources

Approved By: 
Dr. Jeff Gingerich, President

Policy Effective Date: March 6, 2024

Policy Number:
HR-2024-015

New Policy X or Revision of Existing Policy ___
Name of Previous Policy:

The University will not access the employee's personal information regarding the employee's or the employee's dependent's reproductive health decision making, discriminate or take and retaliatory action against any employee with respect to compensation, terms, conditions or privileges of employment because of or on the basis of the employee's or their dependent's reproductive health decision making, or require an employee to sign a waiver or other document which purports to deny an employee the right to make their own reproductive health care decisions. For purposes of this policy "reproductive health decision making" includes, but is not limited to, a decision to use or access a particular drug, device, or medical service. In addition to reporting any alleged violations of this policy to the University, employees may also choose to pursue legal remedies by initiating a civil action in court for damages, injunctive relief, reinstatement, and/or liquidated damages,

No employee will be subject to retaliation or discipline by the University as a result of making or threatening to make a complaint to the University, a co-worker, or a public body, that rights guaranteed under applicable law have been violated; causing to be instituted and proceeding alleging violations of applicable law; or providing information to, or testifying before, any public body conducting an investigation, hearing, or inquiry into any alleged violation by the University of applicable law, rule or regulation.

Any employee who believes that he or she has been subject to discriminatory or retaliatory behavior in violation of this policy should report it immediately to his or her supervisor or Human Resources