

The Way Forward

We continue to work with the University to help create and expand safe and open workplaces for LGBTQI faculty and staff and to include gender identity in its nondiscriminatory policy.



Questions?

If you are a faculty or staff member and want to be added to our email distribution list or have questions regarding LGBTQI policies or issues at the University of Rochester, you can contact us by email or phone:

Email: pridealliance@rochester.edu

Phone: (585) 276-3259

All correspondence will be treated confidentially.

<http://www.rochester.edu/diversity/affinity/pride/>

Co-Leaders:

Jason Smith, Assistant Dean for Student Life
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John Cullen, Ph.D. Assistant Professor of Surgery
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Executive Champion: Paul Burgett, Ph.D.
University Vice President and General Secretary

Meliora: Ever Better



Pride Alliance at the University of Rochester

**An Affinity Group for LGBTQI Staff
and Faculty and their Allies.**

*The Pride Alliance strives to build a truly diverse workplace
and supports the University's diversity efforts.*

What is the Pride Alliance?

The Pride Alliance at the University of Rochester is an employee resource group dedicated to creating and sustaining a positive work environment which values and supports all individuals regardless of sexual orientation or gender expression.

Working in association with the University's Office of Human Resources – Multicultural Affairs and Inclusion, the goal of the Pride Alliance is to empower employees to interact in an open and honest manner, without fear, and to create an environment that is respectful of all employees.

Strategic Intent

The Pride Alliance at the University of Rochester offers support to its members and allies and education to the University community in order to:

- Foster an environment that is supportive and respectful of all University employees, students, patients and guests, without regard to their sexual orientation or gender expression.
- Empower Lesbian, Gay, Bisexual, Transgender, Queer, Questioning and Intersex (LGBTQI) employees and their allies to respond to – and resolve - issues which prevent the full use of their capabilities and/or detract from the quality of their work lives.
- Increase the visibility of LGBTQI staff and faculty within the University community.
- Advocate the recruitment, retention and career advancement of LGBTQI employees.
- Serve as role models to LGBTQI staff, students, patients and the Rochester community.
- Support the diversity mission of the University through innovative relationships with the LGBTQI student and alumni groups, other affinity groups, and with other LGBTQI-friendly organizations throughout our institution and the community.

LGBTQI Friendly Workplace?

An Inclusive Community

The University of Rochester envisions itself as a community that welcomes, encourages, and supports individuals who desire to contribute to and benefit from the institution's missions of teaching, research, patient care, performance, and community service. In a pluralistic culture, that community includes faculty, students, and staff who represent important differences. The University is committed to a policy of nondiscrimination and equal opportunity for all employees, without regard to race, color, sex, religion, age, national origin, disability, or sexual orientation.

Policies and Benefits

The University covers domestic partners* in many of its policies including: Family Medical Leave Act; Death in the Immediate Family or Household; Postponement of Promotion or Tenure Review; Modified Duties for New Parents.

Domestic partners can be enrolled in some benefit plans, including health, dental, life insurance and tuition benefits.

*Domestic partners must have an exclusive mutual commitment, similar to that of marriage, but the partners cannot become legally married under New York Law.

Healthcare Equality Index

In 2008, Strong Memorial Hospital, at the University of Rochester Medical Center, was one of only 88 participating hospitals from across the country that responded to the Healthcare Equality Index. This report produced by the Human Rights Campaign and the Gay and Lesbian Medical Association measures how equitably hospitals in the United States treat their LGBT patients and employees.

