

The Way Forward

We continue to work with the University to help create and expand safe and open workplaces for LGBTQA faculty, staff, residents and fellows.



Questions?

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

Email: pridealliance@rochester.edu

All correspondence will be treated confidentially.

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

Leadership:

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UNIVERSITY of
ROCHESTER



Pride Alliance at the University of Rochester

**A Resource Group for LGBTQA
Faculty, Staff, Residents, Fellows
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 – Organizational Development and Staff Diversity, 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

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 employees who identify as members of the LGBTQA+ community 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 LGBTQA faculty, staff, residents and fellows within the University community.
- Advocate the recruitment, retention and career advancement of LGBTQA employees.
- Serve as role models to LGBTQA employees, students, patients and the Rochester community.
- Support the diversity mission of the University through innovative relationships with the LGBTQA student and alumni groups, other affinity groups, and with other LGBTQA-friendly organizations throughout our institution

LGBTQA 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, staff, residents, fellows, and students who represent important differences. The University is committed to a policy of nondiscrimination and equal opportunity for all employees, without regard to gender, 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.

The University of Rochester's student and employee health care plans include transition-related health care benefits for transgender and gender non-conforming individuals.

Healthcare Equality Index

Since 2013, Strong Memorial Hospital, at the University of Rochester Medical Center, has been designated a leader in LGBT Health Care Equality by the Human Rights Campaign. 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.

