



REAFFIRMATION OF COMMITMENT TO AFFIRMATIVE ACTION, EQUAL OPPORTUNITY, DIVERSITY, AND INCLUSION

The Borough of Manhattan Community College and the City University of New York (CUNY) are strongly committed to affirmative action, equal opportunity and diversity and inclusion. BMCC is a diverse teaching and learning community committed to advancing equity and the intellectual and personal growth of students. At BMCC, we value the rich diversity of experience and knowledge that the entire community brings to the College. We are all enriched and strengthened by this rich diversity of backgrounds, perspectives, and ideas. I strongly support the policies and practices that we have implemented to foster non-discrimination, affirmative action, and diversity and inclusion in the workplace and in the classroom. I reaffirm BMCC's commitment, and my own commitment, to the principles of affirmative action, equal opportunity, diversity, and inclusion at BMCC. The CUNY Policy on Equal Opportunity and Non -Discrimination, as well as the CUNY Policy on Sexual Misconduct, include our commitment to recruit, employ, retain, promote, and provide benefits to employees (and applicants) and to admit and provide services for students without discriminating on the basis of actual or perceived race, color, creed, national origin, ethnicity, ancestry, religion, age, sex, sexual orientation, gender, gender identity, marital status, partnership status, disability, genetic information, alienage, citizenship, military or veteran status, pregnancy, status as a victim of domestic violence/stalking/sex offenses, unemployment status, caregiver or familial status, prior record of arrest or conviction, or any other legally prohibited basis in accordance with federal, state, and city laws. Sexual harassment, a form of sex discrimination, is also prohibited. Additionally, retaliation is strictly prohibited.

As federal contractors, CUNY and BMCC engage in affirmative action consistent with Executive Order 11246. In addition to the protected groups delineated in Executive Order 11246, Italian-Americans are also included as a protected group in a separate Affirmative Action Plan.

I have assigned the responsibility for the implementation and monitoring of our compliance program to the Chief Diversity Officer and Special Advisor to the President, Odelia Levy, who serves as the 504/ADA Coordinator and Title IX Coordinator, and to Theresa Wade, Deputy Director of Diversity & Title IX Compliance. The vice presidents, deans, directors, managers, and supervisors all share an ongoing responsibility for ensuring our compliance with these policies and laws. The Chief Diversity Officer and Deputy Director oversee the investigation of internal complaints of unlawful discrimination or harassment. The Office of Compliance and Diversity is located at 199 Chambers Street, Room S735. If you have a complaint of unlawful discrimination, unlawful harassment, or retaliation, including sexual harassment, or would like additional information, please contact the Chief Diversity Officer at OLevy@bmcc.cuny.edu or at (212) 220-1236 or the Deputy Director at TWade@bmcc.cuny.edu or at (212) 220-1273.

I invite you to visit the [BMCC](http://www.bmcc.cuny.edu) and [CUNY](http://www.cuny.edu) websites to learn more about our policies pertaining to unlawful discrimination and harassment, including sexual harassment, and retaliation, including the [CUNY Equal Opportunity and Non-Discrimination Policy](#) and the [CUNY Policy on Sexual Misconduct](#). Additional information about external agencies handling complaints of unlawful discrimination and harassment, as well as other policies are available on the Office of Compliance and Diversity [website](#).



Office of the President

Borough of Manhattan Community College
The City University of New York
www.bmcc.cuny.edu

199 Chambers Street
New York, NY 10007-1097
tel. 212-220-1230
fax 212-220-1244

BMCC remains committed to promoting diversity and equal opportunity. These initiatives foster an environment in which all members feel welcome, that they are valued, and that they can succeed. A core BMCC value is equity, working as an engine of upward social mobility to reduce barriers and improve academic, career and personal success for all, particularly for individuals and groups that have been marginalized. I ask for your continued support to ensure affirmative action, equal opportunity, diversity, and inclusion in all programs and practices at BMCC.

Sincerely,

Anthony E. Munroe
President, Borough of Manhattan Community College

Date: September 22, 2022