



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

The Borough of Manhattan Community College (BMCC) and the City University of New York (CUNY) have a long-standing commitment to affirmative action, equal opportunity, diversity, and inclusion. 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 the diversity of backgrounds, perspectives, and ideas. Consequently, I reaffirm BMCC's commitment, and my own commitment, to the principles of affirmative action, equal opportunity, diversity, and inclusion at BMCC. This is reflected in our compliance with the CUNY Policy on Equal Opportunity and Non-Discrimination as well as the CUNY Policy on Sexual Misconduct.

The Equal Opportunity and Non-Discrimination Policy states CUNY's commitment to recruit, employ, retain, promote, and provide benefits to employees without regard to race, color, creed, national origin, ethnicity, ancestry, religion, age, sex (including pregnancy, childbirth and related conditions), sexual orientation, gender, gender identity, marital status, partnership status, disability, genetic information, alienage, citizenship, military or veteran status, unemployment status, status as a victim of domestic violence/stalking/sex offenses, or any other legally prohibited basis in accordance with federal, state and city laws. Additionally, as a federal contractor, CUNY engages in affirmative action for women, minorities, individuals with disabilities, and veterans consistent with federal requirements for employees in all title groups. Italian Americans are included among CUNY's protected groups.

I invite you to visit the CUNY website to review the [CUNY Policy on Equal Opportunity and Non-Discrimination](#) in its entirety, as well as the [CUNY Policy on Sexual Misconduct](#), and the [Reasonable Accommodations and Academic Adjustments](#) policy. Applicants or employees seeking to request a reasonable accommodation should contact Human Resources at [officeofhumanresources@bmcc.cuny.edu](mailto:officeofhumanresources@bmcc.cuny.edu). Additional information about campus resources may be found on the [BMCC](#) website, as well as the [BMCC Office of Compliance and Diversity](#) website.

At BMCC, our leaders and administrators are responsible for maintaining a work environment free from discrimination and harassment. Our leadership team fully supports our policies and practices to foster non-discrimination, affirmative action, and diversity and inclusion. The vice presidents, deans, directors, managers, and supervisors all share an ongoing responsibility for ensuring our compliance with these policies and laws. 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 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 Fiterman Hall, 245 Greenwich Street, Room 430. 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](mailto:OLevy@bmcc.cuny.edu) or at 212-220-1236 or the Deputy Director at [TWade@bmcc.cuny.edu](mailto:TWade@bmcc.cuny.edu) or at 212-220-1273. All complaints of unlawful discrimination and harassment can be reported on the CUNY University-Wide Discrimination and Retaliation Reporting Portal (<https://www.cuny.edu/about/administration/offices/hr/discrimination-and-retaliation-report-form>). In addition, all complaints of misconduct can be reported via the [Report of Alleged Misconduct form](https://www.cuny.edu/about/administration/offices/legal-affairs/policies-resources/reporting-of-alleged-miscounduct/) (<https://www.cuny.edu/about/administration/offices/legal-affairs/policies-resources/reporting-of-alleged-miscounduct/>).

As part of our culture of care, BMCC is firmly committed to promoting equity and inclusion. I ask for your continued support to ensure equal opportunity, affirmative action, diversity and inclusion in all programs and practices at BMCC. These initiatives foster an environment in which all members feel welcomed and valued.

Sincerely,

A handwritten signature in blue ink, appearing to read 'A. Munroe', with a long horizontal flourish extending to the right.

Dr. Anthony E. Munroe  
President  
Borough of Manhattan Community College

Date: September 19, 2023