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
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Date: December 15, 2025

To: College Faculty and Staff

From: President Anthony E. Munroe

Re: Commitment to Diversity, Equal Opportunity, and Equity in Employment

The Borough of Manhattan Community College (BMCC) and the City University of New York (CUNY) have a long-standing commitment to diversity and equal opportunity in all aspects of employment. Our Senior management team fully supports policies and practices to foster non-discrimination, equity, diversity and inclusion, in the workplace and our community overall. BMCC is enriched by the strengths of the people and perspectives in our institution. Accordingly, I continue to be committed to our compliance with the CUNY Policies and Procedures on Equal Opportunity, Non-Discrimination, and 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.

Further, BMCC does not tolerate acts of hate or bigotry of any kind. This includes discrimination or harassment based on national origin or heritage – including shared Jewish, Israeli, Palestinian, Arab, Muslim, or South Asian ancestry – and/or the association with these national origins and ancestries. The University will promptly take all necessary and appropriate actions to address any such discrimination and remedy its effects. We encourage students and employees who believe they have been subjected to such discrimination, or who have information about an incident or situation, to report it to the University. Anyone who believes they have been a victim of harassment, discrimination or retaliation should use the University-wide Discrimination and Retaliation Reporting Portal.

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BMCC has a commitment to continuing to build on its culture of inclusivity for both students and employees with disabilities. For employees, CUNY has adopted a Strategic Plan to enhance recruitment, advancement, and support of individuals with disabilities. This is consistent with Governor Hochul's Executive Order 31, promoting New York State as Model Employer. Any CUNY employee requiring one or more accommodations to perform their job duties should contact Human Resources as per our policy on Reasonable Accommodation and Academic Adjustments.

I invite you to visit the CUNY website to view the Non-Discrimination Policy in its entirety as well as the polices on Reasonable Accommodations and Academic Adjustments and Reporting of Alleged Misconduct. Additional information about campus resources may be found on the BMCC website, as well as the BMCC Office of Compliance and Diversity website.

BMCC's executives and administrators are responsible for maintaining a work environment free from discrimination and harassment, and for promoting diversity and inclusion in their units. Joy Tolliver, Interim Assistant Vice President of Legal Affairs and Compliance and Diversity, and Princess Lyles, Office of Compliance and Diversity, are responsible for Equal Employment Opportunity compliance and diversity initiatives. I encourage managers and chairs to contact them to discuss diversity and inclusion strategies that would advance unit goals. Additionally, any individual who believes they have experienced employment discrimination should contact the Office of Compliance and Diversity at OCD@bmcc.cuny.edu. They may also utilize the University-wide HR Discrimination and Retaliation Report Portal on the CUNY website.

BMCC remains committed to promoting diversity and equal opportunity. These initiatives foster an environment in which all members feel welcome and valued. I ask for your continued support to ensure equal opportunity, equity, diversity, and inclusion in all our employment practices.

Sincerely,



Anthony E. Munroe
President, Borough of Manhattan Community College