



Office of the President

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

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Dear BMCC Community:



As we enter a new academic year, I would like to take this opportunity to reaffirm the Borough of Manhattan Community College's commitment and my own commitment to The City University of New York (CUNY) Diversity/ Equal Opportunity/ Affirmative Action policies.

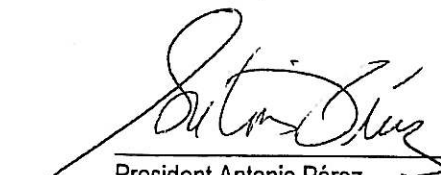
At the Borough of Manhattan Community College, we are committed to equal opportunity in our employment practices and educational programs. It is the policy of The City University of New York and Borough of Manhattan Community College to recruit, employ, retain, promote and provide benefits to employees and to admit and offer services for students without regard to race, color, creed, national origin, ethnicity, ancestry, religion, age, sex, sexual orientation, gender identity, marital status, legally registered domestic partnership status, disability, predisposing genetic characteristic, alienage, citizenship, military or veteran status or status as a victim of domestic violence. This also includes the unemployed in the hiring process. Furthermore, sexual harassment, a form of sex discrimination, is prohibited.

The City University of New York and the Borough of Manhattan Community College adheres to all federal, state and city laws regarding non-discrimination and affirmative action including but not limited to: Section 1324b of the Immigration and Nationality Act (INA), Executive Order 11246, as amended, Titles VI and VII of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, Sections 503 and 504 of the Rehabilitation Act of 1973 and the Americans with Disabilities Act of 1990, as amended, Section 402 of the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, the Equal Pay Act of 1963, the Age Discrimination in Employment Act of 1967, as amended and the Age Discrimination Act of 1975, the New York State Human Rights Law, and the New York City Human Rights Law.

The "protected classes" as defined in Executive Order 11246 consists of Black, Hispanic, Asian/Pacific Islander, American Indian/Alaskan Native and Women. On December 9, 1976, the Chancellor of the City University of New York expanded protected classes to include Italian-Americans. The U.S. Office of Management and Budget further expanded these protected classes to include two or more races (not Hispanic or Latino) and replaced Asian/Pacific Islander, with Asian (not Hispanic or Latino) and Native Hawaiian (not Hispanic or Latino), Black was also renamed as Black or African American (not Hispanic or Latino) and Hispanic was renamed Hispanic or Latino.

Iyana Y. Titus, Esq. has been assigned as the Borough of Manhattan Community College's Chief Diversity Officer who will ensure our compliance with these policies and laws. She also serves as the Coordinator for the Title IX and 504/ADA programs. Aside from Ms. Titus, persons serving in a supervisory capacity share in the responsibility of ensuring the college's compliance with the aforementioned laws and policies. If you have a complaint, comment and or question regarding applicable policies, procedures or the college's affirmative action program, you should contact the Office of Diversity & Compliance located in Room S701, telephone (212) 220-1236.

I encourage you to familiarize yourself with the aforementioned policies and I look forward to your participation in our diversity programs.



President Antonio Pérez
September 2013