



Office of the President

**QUEENSBOROUGH COMMUNITY COLLEGE
OF THE CITY UNIVERSITY OF NEW YORK**

MEMORANDUM

718-631-6222 Fax: 718-423-0363

TO: All Queensborough Community College Faculty and Staff
FROM: Eduardo J. Martí
DATE: 15th September, 2008
RE: *Annual Notification of Policy of Non-discrimination*

I would like to express my support of Queensborough Community College's commitment to Equal Employment and to Affirmative Action in its educational programs and personnel practices. As President, I am committed to an Affirmative Action Program aimed at ensuring women and minority group members' full opportunity for employment and advancement. Furthermore, pursuant to the Chancellor's mandate of 1976, Italian-Americans are designated as an affirmative action category, in addition to those so categorized under existing Federal statutes and regulations.

It is the policy of the Board of Trustees of The City University of New York and of Queensborough Community College, one of its constituent colleges, to recruit, employ, retain and promote employees without regard to gender, age, national or ethnic origin, alienage or citizenship, race, color, creed, handicap, marital or veteran's status, or sexual orientation. It is also the policy of the University to recruit, admit, and provide educational programs, access to financial aid, support services, and athletics for students without regard to gender, age, national or ethnic origin, alienage or citizenship, race, color, creed, handicap, marital or veteran's status, or sexual orientation.

With this statement, the College gives notice of its full commitment to affirmative action and to the regulations and policies, which support affirmative action.

Queensborough Community College, as a member of a public university system, adheres to Federal, State and City laws and regulations regarding non-discrimination and affirmative action in employment, including, among others, Title VII of the Civil Rights Act of 1964,

Sections 503 and 504 of the Rehabilitation Act of 1973, Section 402 of the Vietnam Veterans Readjustment Act of 1974, Title IX of the Education Amendments of 1972, and Executive Order 11246, as amended, 11375. The “protected classes,” as delineated in the Federal Executive Order (Black, Hispanic (including Puerto Rican), Asian/Pacific Islander, American Indian/Alaskan Native, and Women), were expanded by The City University of New York, effective December 9, 1976, to include Italian Americans, and the University has exercised and will continue to exercise affirmative action for the “protected classes,” including Italian Americans.

Title IX prohibits discrimination on the basis of gender in any educational program or activity receiving federal financial assistance. Sexual harassment and sexual stereotyping have been interpreted as violations of Title IX. For students, the policy of non-discrimination on the basis of gender covers the areas of admissions, financial assistance, housing, campus facilities, course offerings, counseling and counseling materials, employment assistance, health insurance benefits and services, and athletics. Students who feel they have been discriminated against on the basis of gender should see Ellen F. Hartigan, Vice President for Student Affairs, Library Building, Room 412, (718) 631-6351. For employees (or prospective employees), the policy of non-discrimination covers recruitment, hiring, promotion, rate of pay, job assignments, fringe benefits, return from leaves, and other terms, conditions or privileges of employment.

Sections 503 and 504 of the Rehabilitation Act of 1973, deal with non-discrimination on the basis of disability. Section 504 regulations apply to persons who have a physical or mental disability, which impairs one or more basic functions.

Inquiries concerning the application of the above-mentioned Federal laws and regulations, among others, to Queensborough Community College may be directed to the Affirmative Action, Pluralism & Diversity/Compliance Office of the College, in care of Mr. Harry Payne, Affirmative Action, Pluralism & Diversity/Compliance Officer, Room 309, Administration Building, (718) 631-6391.

In addition to its dissemination to all faculty and staff, this policy is also available to students and the general college community, and also appears in various publications and

locations throughout the College, including the College Library, the catalog, and advertisement and registration materials.

We have made significant progress in achieving a measure of pluralism, which, without question, provides many positive benefits for all faculty, staff and students, regardless of their ethnicity or cultural background. Queensborough Community College will continue to support the spirit and goals of Affirmative Action and Equal Opportunity and require that officers of administration, faculty and staff be familiar with these regulations to assure compliance in their respective areas of responsibility.

As President, I urge you to persist in the active recruitment, retention and development of a diverse workforce. I will do all that I can to assist these efforts and I thank you in advance for your support.

c: Vice President Rosemary Zins
Vice President Diane B. Call
Vice President Ellen F. Hartigan
Vice President Dan King
Asst Dean, Human Resources and Labor Relations Liza Larios