



August 24, 2016

Re: Reaffirmation of Commitment to Diversity/Equal Opportunity/ Affirmative Action

Dear Queensborough Faculty and Staff:

The City University of New York (CUNY) has a long-standing commitment to diversity and equal opportunity in all aspects of employment practices. At Queensborough Community College, I fully support the policies and practices that we have implemented to foster non-discrimination, affirmative action, and diversity and inclusion in the workplace. It is my personal belief that CUNY is enriched by the strengths of the people and perspectives represented here. Accordingly, I am committed to oversee Queensborough Community College 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 regardless of 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, unemployment status, pregnancy, or status as a victim of domestic violence/stalking/sex offenses, or any other legally prohibited basis in accordance with federal, state, and city laws, I remind you that Italian Americans are include among CUNY's protected groups. Additionally, as a federal contractor, CUNY engages in affirmative action consistent with federal requirements. I invite you to visit our website, <http://www2.cuny.edu/wp-content/uploads/sites/4/page-assets/about/administration/offices/hr/policies-and-procedures/PEONon-Discrimination12.4.2014.pdf> to view the Equal Opportunity Policy in its entirety, including the complaint procedures and prohibition against retaliation.

I have assigned the responsibility for implementation and monitoring of our compliance program to the Chief Diversity Officer, Josephine Pantaleo, who will also serve as the 504/ADA Coordinator. The vice presidents, deans, directors, managers and supervisors share responsibility for ensuring our compliance with these policies and laws. The Affirmative Action Diversity Office is located in the Administration Building, room 309 and the telephone number is 718-631-6391. Additionally, any individual who believes that he or she has experienced

employment discrimination should immediately contact Josephine Pantaleo at 718-281-6391 or email her at JPantaleo@gcc.cuny.edu. Although the college would prefer the opportunity to investigate allegations of discrimination internally and remedy situations where the law or college and University policies have been violated, a complainant may, at any time, file a complaint of discrimination with a city, state or federal administrative agency that enforces the law prohibiting discrimination. This information may be found here:

<http://www.gcc.cuny.edu/affirmativeAction/docs/external-resources.pdf>

I ask for your continued support to ensure equal opportunity, affirmative action, and diversity and inclusion in all employment practices at Queensborough Community College.

Thank you.

Dr. Diane B. Call
President