



Office of the President

Borough of Manhattan Community College  
The City University of New York  
[www.bmcc.cuny.edu](http://www.bmcc.cuny.edu)

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To: Campus Community  
From: Interim President Karrin E. Wilks  
Date: August 5, 2019  
Re: Reaffirmation of Commitment to Affirmative Action, Equal Opportunity, Diversity, and Inclusion

The Borough of Manhattan Community College and the City University of New York (CUNY) have a long-standing commitment to affirmative action, equal opportunity and diversity and inclusion. BMCC is proud of our richly diverse and inclusive community. We are all enriched and strengthened by this rich diversity of backgrounds, perspectives, and ideas. At BMCC, I support the policies and practices that we have implemented to foster non-discrimination, affirmative action, and diversity and inclusion in the workplace and in the classroom. Consequently, I strongly reaffirm BMCC's commitment, and my own commitment, to the principles of affirmative action, equal opportunity, diversity, and inclusion at BMCC.

CUNY's Policy on Equal Opportunity and Nondiscrimination policy, as well as the CUNY Policy on Sexual Misconduct, include our commitment to recruit, employ, retain, promote, and provide benefits to employees (and applicants) and to admit and provide services for students without discriminating on the basis of actual or perceived 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, pregnancy, status as a victim of domestic violence/stalking/sex offenses, unemployment status, caregiver or familial status, prior record of arrest or conviction, or any other legally prohibited basis in accordance with federal, state, and city laws. Sexual harassment, a form of sex discrimination, is also prohibited. Furthermore, retaliation is strictly prohibited.

As a federal contractor, CUNY and BMCC engage in affirmative action consistent with Executive Order 11246. In addition to the protected groups delineated in Executive Order 11246, Italian-Americans are also included as a protected group.

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 vice presidents, deans, directors, managers and supervisors all share an ongoing responsibility for ensuring our compliance with these policies and laws. 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 199 Chambers Street, Room S701. If you have a complaint of unlawful discrimination, unlawful harassment, or retaliation, 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.

I invite you to visit the BMCC and CUNY websites ([www.bmcc.cuny.edu](http://www.bmcc.cuny.edu) or [www.cuny.edu](http://www.cuny.edu)) to learn more about our policies pertaining to unlawful discrimination and harassment, including sexual harassment, and retaliation, including the [CUNY Equal Opportunity and Non Discrimination Policy](#) and the [CUNY Policy on Sexual Misconduct Policy](#). Additional information about external agencies handling complaints of unlawful discrimination and harassment as well as other policies are available on the [Office of Compliance and Diversity website](#). BMCC remains committed to promoting diversity and equal opportunity. These initiatives foster our vibrant campus community and create an environment where all

members can thrive. I ask for your continued support to ensure affirmative action, equal opportunity, diversity, and inclusion in all programs and practices at BMCC.

A handwritten signature in black ink, appearing to be 'K. Wilks', with a stylized flourish.

Karrin E. Wilks  
Interim President  
Borough of Manhattan Community College