



Office of the President

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

199 Chambers Street  
New York, NY 10007-1097  
tel. 212-220-1230  
fax 212-220-1244

To: Campus Community  
From: President Antonio Pérez  
Date: August 31, 2017  
Re: Reaffirmation of Commitment to Affirmative Action/Equal Opportunity, Diversity, and Inclusion

The City University of New York (CUNY) and the Borough of Manhattan Community College (BMCC) have a longstanding commitment to diversity and equal opportunity. BMCC remains fully committed to maintaining an inclusive educational and work environment. I strongly reaffirm BMCC's commitment to the principles of affirmative action, equal opportunity, diversity, and inclusion at the college. It is my personal belief that BMCC is enriched by the diversity of perspectives and ideas represented 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 B. Wade, Deputy Director of Diversity & Title IX Compliance (Deputy Director). 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, sexual harassment, and retaliation. Information about relevant CUNY policies, including external agencies handling complaints of unlawful discrimination and harassment, can be located at <http://www.bmcc.cuny.edu/aac/page.jsp?pid=1003&n=Policies>.

Thank you for your continued support for our affirmative action, equal opportunity, diversity, and inclusion programs at BMCC.