



Date: September 24, 2024

To: York College Family/ Faculty & Staff

From: Claudia Schrader, Interim President

Re: Commitment to Diversity, Equal Opportunity, and Affirmative Action in Employment

York College and the City University of New York (CUNY) have a long-standing commitment to diversity and equal opportunity in all aspects of employment. Senior management at York fully supports policies and practices to foster non-discrimination, affirmative action, diversity and inclusion, in the workplace and our community overall. York College/ CUNY is enriched by the strengths of the people and perspectives in our institution. Accordingly, I continue to be committed to our 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 without regard to race, color, creed, national origin, ethnicity, ancestry, religion, age, sex (including pregnancy, childbirth and related conditions), sexual orientation, gender, gender identity, marital status, partnership status, disability, genetic information, alienage, citizenship, military or veteran status, unemployment status, status as a victim of domestic violence/stalking/sex offenses, or any other legally prohibited basis in accordance with federal, state and city laws. Additionally, CUNY practices affirmative action for women, protected ethnicities, individuals with disabilities, and veterans consistent with federal requirements for employees in all title groups. Italian Americans are included among CUNY's protected groups.

Further, CUNY does not tolerate acts of hate or bigotry of any kind. This includes discrimination or harassment based on national origin or heritage – including shared Jewish, Israeli, Palestinian, Arab, Muslim or South Asian ancestry – and/or the association with these national origins and ancestries. The University will promptly take all necessary and appropriate actions to address any such discrimination and remedy its effects. We encourage students and employees who believe they have been subjected to such discrimination, or who have information about an incident or situation, to report it to the University. Anyone who believes they have been a victim of harassment, discrimination or retaliation should use the [University-wide Discrimination and Retaliation Reporting Portal](#).

CUNY desires to expand its inclusivity and accessibility to both students and employees with disabilities. As per Governor Hochul's [Executive Order 31](#), CUNY is developing a Strategic Plan to enhance recruitment, advancement, and support of individuals with disabilities. Any CUNY employee requiring one or more accommodations to perform their job duties should contact Human Resources as per our policy on Reasonable Accommodations and Academic Adjustments.

I invite you to visit the CUNY website to view the [Non-Discrimination Policy](#) and especially the next Policy on Sexual Misconduct (PSM) [Sexual-Misconduct-Policy.pdf \(cuny.edu\)](#) in its entirety. Please revisit our policies on [Reasonable Accommodations and Academic Adjustments](#) and [Reporting of Alleged Misconduct](#) as well. York College offers several services through the Counseling Center and the Office of Students with Disabilities promoting emotional health, mental health, and assisting students with setting up reasonable accommodation in the classroom. Please feel free to contact the York Counseling Center directly at 718-262-2272 or counseling@york.cuny.edu and see a list of their resources here - [Counseling Center - York College \(cuny.edu\)](#). The Center for Students with Disabilities can be contacted at csd@york.cuny.edu and (718) 262-2191, and you may visit a list of their campus services or refer your students to the list here: [Services - Center for Students with Disabilities - York College \(cuny.edu\)](#).

CUNY's executives and administrators are responsible for maintaining a work environment free from discrimination and harassment, and for promoting diversity and inclusion in their units. Arlene Peterson, Interim Chief Diversity Officer is the responsible official charged with assuring Equal Employment Opportunity compliance. I encourage all managers to contact them to discuss diversity and inclusion strategies that would advance unit goals. Additionally, any individual who believes they have experienced employment discrimination should contact Arlene Peterson, Interim Chief Diversity Officer, Title IX Coordinator, and 504/ ADA Coordinator at 718-262-2141/ ext. 2137 or apeterson1@york.cuny.edu. They may also utilize the University-wide [HR Discrimination and Retaliation Report Portal](#) on the CUNY website.

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



Claudia Schrader
Interim President