September 23, 2016

Memorandum

To: Executive Officers, Heads of Office, Faculty, Staff, Students and Applicants

From: President Chase F. Robinson

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

The City University of New York (CUNY) and the Graduate Center are dedicated to maintaining an inclusive work and learning environment, and I write to strongly reaffirm our commitment, and my own commitment, to the principles of affirmative action, equal opportunity, and diversity. Accordingly, I am committed to oversee the Graduate Center’s 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 included among CUNY’s protected groups. Additionally, as a federal contractor, CUNY engages in affirmative action consistent with federal requirements. I invite you to http://www.gc.cuny.edu/About-the-GC/Administrative-Services/Compliance-and-Diversity/Compliance-and-Diversity-Policies-and-Procedures to view the Equal Opportunity Policy in its entirety, including the complaint procedures and prohibition against retaliation.

The following administrators are charged with implementing the Graduate Center’s Diversity/Equal Opportunity/Affirmative Action Program:
Chief Diversity Officer/Title IX Coordinator
Edith Rivera (Room 7301, 212-817-7410)

504/ADA Coordinator, Vice President for Student Affairs:
Matthew Schoengood (Room, 7301, 212-817-7400)

In addition, Professor Martin R. Gitterman, Ombudsman Officer, offers a neutral place for all students and employees to discuss formal or informal approaches to employment or academic matters in strict confidence. His contact number is 212-817-7191.

The vice presidents, deans, directors, managers and supervisors share responsibility for ensuring our compliance with these policies and laws. I ask for your continued support to ensure equal opportunity, affirmative action, and diversity and inclusion in all employment practices at the Graduate Center.