

MEMORANDUM

DATE: MAY 28, 2021
TO: ALL STUDENTS, FACULTY AND STAFF
FROM: THOMAS A. ISEKENEGBE, PH.D., PRESIDENT
RE: Reaffirmation of Commitment to Diversity/Equal Opportunity/Affirmative Action

Bronx Community College (“BCC” or the “College”) has a long-standing commitment to diversity and equal opportunity in all aspects of employment practices. The senior management team fully supports the policies and practices CUNY has implemented to foster non-discrimination, affirmative action, and diversity and inclusion in the workplace. BCC is enriched by the strengths of the people and perspectives represented in our institution. Accordingly, I continue to be committed to the College'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 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, as a federal contractor, BCC engages in affirmative action for women, minorities, individuals with disabilities, and veterans consistent with federal requirements for employees in all title groups. I also remind you that Italian Americans are included among CUNY's protected groups. I invite you to visit our website, <http://www.bcc.cuny.edu>, to view the Equal Opportunity Policy in its entirety, including complaint procedures and prohibition against retaliation.

BCC's executive and administrative officers are responsible for maintaining a work environment that is free from discrimination and harassment, and for promoting diversity and inclusion in their respective units. The College's Chief Diversity Officer, Jessenia Paoli, is charged with implementation of affirmative action regulations. I encourage all managers to contact her to discuss diversity and inclusion strategies that would advance their unit's strategic goals. Additionally, any individual who believes that they have experienced employment discrimination should contact Jessenia Paoli at (718) 289-5100, ext. 5154, or jessenia.paoli@bcc.cuny.edu. I ask for your continued support to ensure equal opportunity, affirmative action, diversity and inclusion in all employment practices at Bronx Community College.

As always, thank you for contributing to the creation of an inclusive and diverse campus community.

Thomas A. Isekenegebe, Ph.D.