MEMORANDUM

To: LaGuardia Community College Faculty and Staff

From: President Gail Mellow

Date: September 9, 2013

Re: Reaffirmation of Diversity/Equal Opportunity/Affirmative Action

The City University of New York and LaGuardia Community College are dedicated to maintaining an inclusive work and learning environment, and I write to strongly reaffirm LaGuardia Community College’s commitment—and my own commitment—to the principles of affirmative action, equal opportunity, and diversity.

It is the policy of The City University of New York and LaGuardia Community College to recruit, employ, retain, promote, and provide benefits to employees; and to admit and provide services for students without regard to race, color, creed, national origin, ethnicity, ancestry, religion, age, sex, sexual orientation, gender identity, marital status, legally registered domestic partnership status, disability, predisposing genetic characteristics, alienage, citizenship, military or veteran status, or status as a victim of domestic violence. Sexual harassment, a form of sex discrimination, is also prohibited.

The City University of New York, as a public university system, adheres to federal, state, and city laws and regulations, regarding non-discrimination and affirmative action, including, among others, Section 1324b of the Immigration and Nationality Act (INA); Executive Order 11246, as amended; Titles VI and VII of the Civil Rights Act of 1964; Title IX of the Education Amendments of 1972; Sections 503 and 504 of the Rehabilitation Act of 1973; the Americans with Disabilities Act of 1990, as amended; Section 402 of the Vietnam Era Veterans’ Readjustment Assistance Act of 1974, as amended; the Equal Pay Act of 1963; the Age Discrimination in Employment Act of 1967, as amended; the Age Discrimination Act of 1975; the New York State Human Rights Law; and the New York City Human Rights Law. The “protected classes,” as delineated in Executive Order 11246 (i.e., Black, Hispanic, Asian/Pacific Islander, American Indian/Alaskan Native and Women), were expanded on December 9, 1976 by the Chancellor of The City University of New York to include Italian-Americans. The U.S. Office of Management and Budget further expanded these protected classes in 2006 to include two or more races (not Hispanic or Latino), and replaced “Asian/Pacific Islander,” with “Asian (not Hispanic or Latino)” and “Native Hawaiian (not Hispanic or Latino).” In addition, “Black” was renamed as “Black or African American (not Hispanic or Latino),” and “Hispanic” was renamed “Hispanic or Latino.”

I have assigned the responsibility for the implementation and monitoring of our compliance program to the Affirmative Action Specialist/Director of Compliance & Diversity and Title IX Coordinator, Arlene Peterson and the 504/ADA Compliance Coordinator, Matthew Joffe. They will work closely with the vice presidents, deans, directors, managers, and supervisors in ensuring our compliance with the abovementioned policies and laws. The Office of Legal Affairs, Labor Compliance & Diversity is located in the E Building, room E-512. The telephone number is 718-482-5088.

I look forward to your energetic involvement in the affirmative action/diversity programs, and give thanks for your assistance and support as we continue in our efforts.