



Community College

**DARE TO DO MORE**

Office of the President

PHONE: 718-482-5050

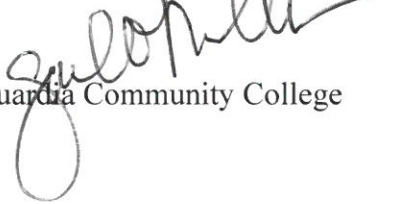
FAX: 718-609-2009

To: Campus Community

From: Dr. Gail Mellow, President, LaGuardia Community College

Date: November 4, 2016

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'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, pregnancy, marital status, legally registered domestic partnership status, disability, predisposing genetic characteristics, alienage, citizenship, military or veteran status, prior record of arrest or conviction, unemployment status, consumer credit history, caregiver status, status as a victim of sexual offenses, status as a victim of stalking, or status as a victim of domestic violence. Please visit the webpage <http://www.cuny.edu/about/administration/offices/la/Policy-on-Equal-Opportunity-and-Non-Discrimination-December42014with-procedures.pdf> for the current City University of New York Equal Employment and Non-Discrimination Policy. 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 and 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 and 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), 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 Chief Diversity Officer, Christopher Todd Carozza, who will also serve as the 504/ADA Coordinator and Title IX Coordinator. The vice presidents, deans, directors, managers and supervisors share responsibility for ensuring our compliance with these policies and laws. The Diversity Office is located in Room E-512 and the telephone number is 718-482-5088.

Please be advised that, in addition to LaGuardia Community College's Office of Compliance and Diversity, you can find information on equal employment and affirmative action and file a discriminatory complaint with the following agencies: New York City Commission on Human Rights (718-722-3130), 100 Gold Street, New York, NY 10038; the New York State Division on Human Rights (518-474-2705), Agency Building 1, 2nd Floor, Empire State Plaza Albany, New York 12220; and the United States Equal Employment Opportunity Commission (866-408-8075), Broad Financial Center, 33 Whitehall St #1702, New York, NY 10004.

I look forward to your energetic involvement in these programs, and thank you for your assistance and support as we continue in our efforts.