To: Central Office Employees
From: Chancellor James B. Milliken
Date: December 8, 2017
Re: Reaffirmation of Commitment to Diversity/Equal Opportunity/Affirmative Action

The City University of New York (CUNY) has a long-standing commitment to diversity and equal opportunity in all aspects of employment practices. I fully support the policies and practices that we have implemented to foster non-discrimination, affirmative action, and diversity and inclusion in the workplace. I’m sure you agree with me that CUNY is enriched by the strengths of the people and perspectives represented here. Accordingly, I am committed to the Central Office’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, CUNY engages in affirmative action for women, minorities, individuals with disabilities, and veterans consistent with federal requirements. I also remind you that Italian Americans are included among CUNY’s protected groups. I invite you to visit our website, www.cuny.edu, to view the Equal Opportunity Policy in its entirety, including the complaint procedures and prohibition against retaliation.

CUNY 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. I encourage all managers to contact Central Office Chief Diversity Officer Michael J. Valente, Esq. to discuss diversity and inclusion strategies that would advance their unit’s strategic goals. Additionally, any individual who believes that he or she has experienced employment discrimination should immediately contact Mr. Valente at (646) 664-3310 or michael.valente@cuny.edu.

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