

Date: September 9, 2024

To: All Faculty and Staff

From: Ayman El-Mohandes, Dean

Re: Commitment to Diversity, Equal Opportunity, and Affirmative Action in Employment

The City University of New York (CUNY) has a long-standing commitment to diversity and equal opportunity in all aspects of employment. CUNY SPH is enriched by the strengths and perspectives of our faculty and staff and fully supports policies and practices to foster non-discrimination, affirmative action, and diversity and inclusion in the workplace and in our community. Accordingly, I remain committed to our compliance with the CUNY Policies and Procedures on Equal Opportunity and Non-Discrimination, and Sex-based 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, CUNY practices affirmative action for women, protected ethnicities, individuals with disabilities, and veterans consistent with federal requirements for employees in all title groups. Italian Americans are included among CUNY's protected groups.

Further, CUNY does not tolerate acts of hate or bigotry of any kind. This includes discrimination or harassment based on national origin or heritage – including shared Arab, Israeli, Jewish, Muslim, Palestinian, or South Asian ancestry – and/or the association with these national origins and ancestries. CUNY SPH will take prompt, necessary and appropriate action to address any such discrimination and remedy its effects.

CUNY's [Policy on Sex-Based Misconduct](#) ensures that our campus environment is free from all forms of sex discrimination. CUNY SPH remains committed to assisting our faculty and staff who are impacted by sex discrimination, and providing education and awareness training designed to eliminate sex discrimination.

CUNY is also committed to expand its inclusivity and accessibility to employees with disabilities. Per Governor Hochul's [Executive Order 31](#), CUNY is developing a Strategic Plan to enhance recruitment, advancement, and support of individuals with disabilities. At CUNY SPH, we are committed to providing equal opportunity and support to employees with disabilities. I encourage all managers to discuss strategies to foster equity and inclusion in each department and unit.

Any CUNY SPH faculty and staff requiring accommodations to perform their job duties should review the [Reasonable Accommodations and Academic Adjustments](#) procedures and contact [Human Resources](#).

Sahana Gupta, Executive Chief Diversity Officer, ADA-504 and Title IX Coordinator is the responsible official charged with assuring compliance with the policies noted. You may direct your questions and concerns to sahana.gupta@sph.cuny.edu or call 646-618-0129. Any individual who believes they have experienced discrimination or harassment may utilize the University-wide [HR Discrimination and Retaliation Report Portal](#). You may also address your questions and concerns to [Arthur McHugh, Jr.](#), HR Director, or the [Office of Public Safety](#), 646-364-0272.

Please review the following policies and procedures:

[Equal Opportunity and Non-Discrimination Policy](#)

[Policy on Sex-Based Misconduct](#)

[Reasonable Accommodations and Academic Adjustments](#)

[Reporting of Alleged Misconduct](#).

While the entire CUNY SPH community shares the responsibility for ensuring our compliance with these policies, I ask all managers and supervisors to provide direct support by promoting and ensuring equal opportunity, affirmative action, diversity and inclusion in all employment practices, and maintaining a work environment free from discrimination and harassment.