

Date: November 3, 2025
To: All CUNY SPS Faculty and Staff
From: Dean Ayman El-Mohandes
Re: Commitment to Diversity, Equal Opportunity, and Equity in Employment

The City University of New York (CUNY) has a long-standing commitment to diversity and equal opportunity in all aspects of employment. Senior management fully supports policies and practices to foster non-discrimination, equity, and diversity and inclusion, in the workplace and our community overall. CUNY is enriched by the strengths of the people and perspectives in our institution. Accordingly, I continue to be committed to our 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.

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 Jewish, Israeli, Palestinian, Arab, Muslim, or South Asian ancestry – and/or the association with these national origins and ancestries. The University will promptly take all necessary and appropriate actions to address any such discrimination and remedy its effects. We encourage students and employees who believe they have been subjected to such discrimination, or who have information about an incident or situation, to report it to the University. Anyone who believes they have been a victim of harassment, discrimination or retaliation should use the [University-wide Discrimination and Retaliation Reporting Portal](#).

CUNY has a commitment to continuing to build on its culture of inclusivity for both students and employees with disabilities. For employees, CUNY has adopted a Strategic Plan to enhance recruitment, advancement, and support of individuals with disabilities. This is consistent with Governor Hochul's [Executive Order 31](#), promoting New York State as Model Employer. Any CUNY employee requiring one or more accommodations to perform their job duties should contact Human Resources, as per the [CUNY Procedures for Implementing Reasonable Accommodations for Employees & Religious Accommodations for Students and Employees](#).

I invite you to visit the CUNY website to view the Policies referenced here:

- [CUNY Equal Opportunity and Non-Discrimination Policy](#)
- [CUNY Procedures for Implementing Reasonable Accommodations for Employees & Religious Accommodations for Students and Employees](#).
- [CUNY Policy on Sexual Misconduct](#)

CUNY's executives and administrators are responsible for maintaining a work environment free from discrimination and harassment, and for promoting diversity and inclusion in their units. Ms. Sahana Gupta, Executive Chief Diversity Officer is responsible for Equal Employment Opportunity compliance

and diversity initiatives. I encourage academic department chairs and managers and supervisors to contact Ms. Gupta to discuss diversity and inclusion strategies that would advance unit goals.

Any individual who believes they have experienced employment discrimination should contact Ms. Gupta at sahana.gupta@sph.cuny.edu or 646-618-0129. They may also utilize the University-wide [HR Discrimination and Retaliation Report Portal](#) on the CUNY website.

I ask for your continued support to ensure equal opportunity, equity, diversity, and inclusion in all our employment practices.

Dean Ayman El-Mohandes