

HUNTER

The City University of New York

To: The Hunter College Campus Community, Students, Faculty and Staff

From: Nancy Cantor, *President, Hunter College*



Date: September 5, 2024

Subject: Reaffirmation of Commitment to Diversity/Equal Opportunity/Non-Discrimination/Affirmative Action

I write to you to reemphasize that The City University of New York (CUNY) and Hunter College, has a long-standing commitment to diversity, inclusivity and equal opportunity in all aspects of employment practices, academics and campus life. Hunter College is enriched by the strengths of the people and perspectives represented here. Accordingly, I am committed to oversee Hunter's compliance with the CUNY Policies and Procedures on Equal Opportunity, Non-Discrimination, and on Sex-Based Misconduct.

The [Equal Opportunity and Non-Discrimination Policy](#) states CUNY's commitment to recruit, employ, retain, promote, and provide benefits to employees, as well as, admit and provide opportunities and services for students, regardless of race, color, creed, national origin, ethnicity, ancestry, religion, age, sex (including pregnancy, child birth or related conditions), sexual orientation, gender, gender identity, marital status, partnership status, disability, predisposing genetic characteristics/genetic information, alienage, citizenship, military or veteran status, unemployment status, or status as a victim of domestic violence/stalking/sex offenses, or any other legally prohibited basis in accordance with federal, state and city laws. In addition, the CUNY Policy on Sex-Based Misconduct prohibits sex-based harassment and sex-based discrimination and related misconduct, which includes discrimination because of sexual orientation, gender, gender expression and gender identity, including transgender status. I also want to remind you that the Italian Americans are included among CUNY's protected groups. In addition, CUNY is a federal contractor, CUNY engages in affirmative action consistent with federal requirement. I invite you to visit the Office of Diversity and Compliance website <http://www.hunter.cuny.edu/diversityandcompliance> to view the Equal Opportunity and Non-Discrimination Policy in its entirety, including the complaint procedures and prohibition against retaliation.

The responsibility for the implementation and monitoring of our compliance program is delegated to the Dean for Diversity & Compliance, John T. Rose, who also serves as the Title IX Coordinator and Chief Diversity Officer. The Diversity & Compliance Office is located in the East Building, room 1706, and the telephone number is (212) 772-4242. You can file a discrimination complaint on CUNY's website.

Further, Hunter 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. Hunter 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. Anyone who believes they have been a victim of harassment, discrimination or retaliation should use the [CUNY Discrimination and Retaliation Reporting Portal](#).

Dr. Lauren Schnell, of the Department of Special Education, is the College's 504/ADA Coordinator and collaborates with the Office for Diversity & Compliance with respect to allegations of disability discrimination. I invite you to visit the Office of Diversity and Compliance to view the policies on [Reasonable Accommodations and Academic Adjustments](#).

Hunter desires to expand its inclusivity and accessibility to both students and employees with disabilities. As per Governor Hochul's [Executive Order 31](#), CUNY is developing a Strategic Plan to enhance recruitment, advancement, and support of individuals with disabilities. Any CUNY employee requiring one or more accommodations to perform their job duties should contact Human Resources as per our policy on Reasonable Accommodations and Academic Adjustments.

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In addition, any individual who believes that they have experienced sex-based misconduct as explained in the CUNY Policy on Sex-Based Misconduct (sex-based harassment, sexual assault, intimate partner violence, domestic violence, and stalking, and voyeurism) on sex-based discrimination and related misconduct may contact John T. Rose or email TitleIX@Hunter.cuny.edu, or may also contact external agencies such as the US Department of Education or Office of Civil Rights. Hunter takes all allegations of discrimination seriously.

The Vice Presidents, Deans, Directors, Managers, and Supervisors share responsibility for ensuring their staff is aware of these policies and reporting procedures and certify our compliance with these policies and laws. As President, I urge you to persist in the active recruitment, retention and development of Hunter College's diverse community. I ask that all Hunter College community members respect one another and help foster a diverse and inclusive campus. I am committed to doing all that I can to support these efforts.