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OFFICE OF THE PRESIDENT

To: Kingsborough Campus Community

From: Interim President Suri Duitel 

Date: September 12, 2024

Re: Reaffirmation of Commitment to Diversity/Equal Opportunity/Affirmative Action

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The City University of New York (CUNY) has a long-standing commitment to diversity and equal opportunity in all aspects of employment practices. At Kingsborough Community College, I fully support the policies, practices and values that we have implemented to foster mutual respect for diversity, non-discrimination, affirmative action, and equity and inclusion in the workplace and our community overall. CUNY is enriched by the strengths of the people and perspectives represented here. I am committed to oversee Kingsborough's compliance with *CUNY Policies and Procedures on Equal Opportunity, Non-Discrimination, and Sex-Based Misconduct*.

The [Equal Opportunity and Non-Discrimination Policy](#) states our commitment to recruit, employ, retain, promote, and provide benefits to employees regardless of 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 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](#) and each report will be submitted to the Chief Diversity Officer.

CUNY 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 Kingsborough employee requiring one or more accommodations to perform their job duties should

contact [Human Resources](#), per the CUNY's policy on Reasonable Accommodations and Academic Adjustments.

I invite you to visit the CUNY website to view the [Non-Discrimination Policy](#) in its entirety as well as the policies on [Reasonable Accommodations and Academic Adjustments](#) and [Reporting of Alleged Misconduct](#).

I have assigned responsibility for the implementation and monitoring of our equal opportunity compliance program to the [Office of Equal Opportunity & Diversity Management](#) (OEO), headed by Chief Diversity Officer Lisa Khandhar, Esq., who also serves as Kingsborough's Title IX/504/ADA Coordinator.

OEO is available to provide guidance and support to all students and employees and is located in the Academic Village, Suite V231. The telephone number is (718) 368-6896 and you may also email OEO at: [AskOEO@kbcc.cuny.edu](mailto:AskOEO@kbcc.cuny.edu). Additionally, any individual who has experienced employment discrimination or harassment, including sexual harassment, should immediately contact OEO.

Importantly, vice presidents, deans, directors, managers and supervisors share responsibility for maintaining a work environment that is free from discrimination and harassment, and for promoting diversity and inclusion in their respective units.

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