



September 28, 2016

Reaffirmation of the College of Staten Island's Commitment to Diversity, Equal Opportunity, and Affirmative Action

Dear Members of the College Community:

As the 2016–2017 academic year commences, I would like to take this opportunity to reaffirm the College's commitment to strengthening our diversity and inclusion efforts.

Last year, we embarked on a vital and relevant campus climate survey to help create a more inclusive campus. Rankin & Associates, a leader in campus assessments, directed this effort. More than 3,600 campus community members participated in the survey. I am pleased to announce that we will have the results of the survey in November, when Rankin & Associates presents the findings during two public town hall meetings on November 9 and 10, 2016. After those meetings, the College will host a series of forums to solicit your thoughts about the actions that we can take to address the survey results. I encourage all CSI community members to attend these meetings. Detailed information about these events will be forthcoming.

The City University of New York (CUNY) is committed to diversity and equal opportunity in all aspects of employment practices. At the College of Staten Island, I fully support the policies and practices that we have implemented to foster non-discrimination, affirmative action, and diversity and inclusion in the workplace. It is my personal belief that CUNY is enriched by the strengths of the people and perspectives represented here.

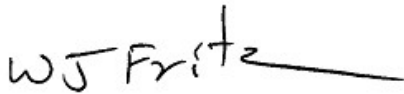
Accordingly, I am committed to overseeing CSI's compliance with the CUNY Policy on Equal Opportunity and Non-Discrimination and the CUNY Policy on Sexual Misconduct.

The Equal Opportunity and Non-Discrimination Policy states CUNY's commitment to recruit, employ, retain, promote, and provide benefits to employees regardless of race, color, creed, national origin, ethnicity, ancestry, religion, age, sex, sexual orientation, gender, gender identity, marital status, partnership status, disability, genetic information, alienage, citizenship, military or veteran status, unemployment status, pregnancy, 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. I remind you that Italian Americans are included among CUNY's protected groups. Additionally, as a federal contractor, CUNY engages in affirmative action consistent with federal requirements. I invite you to visit our [Website](#), to view the Equal Opportunity Policy in its entirety, including the complaint procedures and prohibition against retaliation.

I have assigned the responsibility for the implementation and monitoring of our compliance program to the Chief Diversity Officer, Danielle Dimitrov, Esq., who will also serve as the 504/ADA Compliance Coordinator and the Title IX Coordinator. The vice presidents, deans, directors, managers, and supervisors share responsibility for ensuring our compliance with these policies and laws. The Office of Diversity and Compliance is located in Building 1A, Room 103 and the telephone number is 718.982.2250. Additionally, any individual who believes that he or she has experienced employment discrimination should immediately contact Ms. Dimitrov.

I ask for your continued support to ensure equal opportunity, affirmative action, and diversity and inclusion in all employment practices at the College of Staten Island. Please also continue to support the many diversity-related events on campus throughout the academic year. I look forward to receiving the results from our campus climate survey and working toward a more inclusive campus environment.

Sincerely,

A handwritten signature in black ink that reads "WJ Fritz" followed by a long horizontal line extending to the right.

William J. Fritz, PhD
President

