

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

Dear Members of the College Community:

With the start of the 2020-2021 academic year, I would like to reaffirm the College of Staten Island's (CSI) longstanding commitment to diversity and equal opportunity in all aspects of its employment practices. I, along with CSI's senior management team, recognize that there are many benefits to fostering workplace diversity and that individuals from diverse backgrounds offer a wide variety of skills, personalities, and experiences that all help to create a more effective workforce. CSI continues to remain dedicated to prioritizing inclusivity so that all employees feel welcome and valued in the workplace.

Along with The City University of New York (CUNY), CSI has implemented policies and practices to foster non-discrimination, affirmative action, diversity, and inclusion, all of which I fully support. I am sure you agree that CSI is enriched by the strengths of the people and perspectives represented here. Accordingly, I am committed to CSI's compliance with CUNY's Policy on Equal Opportunity and Non-Discrimination, as well as CUNY's 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, and to admit and provide services for students, 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, status as a victim of domestic violence/stalking/sex offenses, unemployment status, or any other legally prohibited basis in accordance with federal, state, and city laws. Additionally, as a federal contractor, CUNY engages in affirmative action for women, minorities, individuals with disabilities, and veterans consistent with federal requirements for employees. Italian Americans are also included among CUNY's protected groups. I invite you to view the [Equal Opportunity Policy](#) in its entirety, including complaint procedures and the prohibition against retaliation.

CSI's executive and administrative officers are responsible for maintaining a work environment that is free from discrimination and harassment, and for promoting diversity and inclusion in their respective units. I have assigned the responsibility for the implementation and monitoring of our compliance program to the Interim Chief Diversity Officer, Catherine Ferrara, Esq., who also serves as CSI's 504/ADA Compliance Coordinator and the Title IX Coordinator. I encourage all managers to contact her to discuss diversity and inclusion strategies that would advance their unit's strategic goals. Additionally, I encourage any individual who believes that he/she/they have experienced employment discrimination to contact Ms. Ferrara in the Office of Diversity and Compliance at Catherine.Ferrara@csi.cuny.edu.

I ask for your continued support in ensuring equal opportunity, affirmative action, diversity, and inclusion in all employment practices at CSI.

Sincerely,

William J. Fritz
President

