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Timothy G. Lynch, Ph.D.
Interim President

Date: September 7, 2023
To: College Faculty and Staff
From: Timothy G. Lynch, President
Re: Reaffirmation of Commitment to Employment Diversity, Equal Opportunity,
and Affirmative Action

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 our policies and practices to foster non-discrimination, affirmative action, and diversity and inclusion in the workplace. 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. Additionally, as a federal contractor, CUNY engages in affirmative action for women, minorities, individuals with disabilities, and veterans consistent with federal requirements for employees in all title groups. Italian Americans are included among CUNY's protected groups.

I invite you to visit the CUNY website to view the [Policy](#) in its entirety as well as the policies on [Reasonable Accommodations and Academic Adjustments](#) and [Reporting of Alleged Misconduct](#). You may also find these policies located on the College of Staten Island's website under the **Office of Diversity, Equity and Inclusion** ([CSI ODEI Main](#)).

CUNY's executives and administrators along with the CSI community are responsible for maintaining a work environment free from discrimination and harassment, and for promoting diversity and inclusion in their units. At the College of Staten Island, Dr. Jonathan Wesley, Executive Chief Diversity Officer and Special Assistant to the President for DEI, is the responsible official charged with assuring Equal Employment Opportunity compliance. I encourage all managers to contact Dr. Wesley to discuss diversity and inclusion strategies that would advance unit goals. Additionally, any individual who believes they have experienced discrimination should contact Dr. Wesley at (718) 982-2405 or Jonathan.Wesley@csi.cuny.edu. 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, affirmative action, diversity and inclusion in all our employment practices.

Sincerely,



Timothy G. Lynch, Ph.D.
President