

Date: October 26, 2023

To: Lehman College Faculty and Staff

From: President Fernando Delgado

Subject: A Reaffirmation of Commitment to Employment Diversity, Equal Opportunity, and Affirmative Action

The City University of New York (CUNY) and Lehman College have a longstanding commitment to diversity and equal opportunity in all aspects of employment. We are committed to recruiting, employing, retaining, promoting, and providing benefits to employees regardless of: race; color; creed; national origin; ethnicity; ancestry; religion; age; sex; 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, and sex offenses; or any other legally-prohibited basis in accordance with federal, state, and city laws. As a federal contractor, we engage in affirmative action for women, minorities, individuals with disabilities, and veterans consistent with federal requirements. This commitment extends to Italian Americans who are included among CUNY's protected groups.

The *CUNY Policy on Equal Opportunity and Non-Discrimination* prohibits discrimination on the basis of numerous protected characteristics in accordance with federal, state, and local law. I invite you to read the Policy in its entirety to learn more about what it covers, including the complaint procedures and the prohibition against retaliation. The [Policy on Equal Opportunity and Non-Discrimination](#) is posted on the [CUNY website](#).

The *CUNY Policy on Sexual Misconduct* prohibits sexual harassment, gender-based harassment, and sexual violence against CUNY employees, students, and visitors. The [Policy on Sexual Misconduct](#) is posted on the [Lehman College website](#).

The *CUNY Policy on Reasonable Accommodations and Academic Adjustments* describes the reasonable accommodations and academic adjustments procedure in connection with a disability; pregnancy, childbirth, or a medical condition related to pregnancy or childbirth; religious practices; and status as a victim of domestic violence, sex offense or stalking. 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](#).

I would also like to remind our community of the College's process regarding requests for [religious accommodations](#). Raising awareness about your college's policies regarding religious accommodation requests is a crucial step in ensuring that all students are able to practice their faith comfortably and without hindrance. Knowledge empowers both students and staff to foster an inclusive and respectful environment.

Questions or concerns should be directed to Eric Washington, director of Human Resources at 718-960-8181 or [Eric.Washington@lehman.cuny.edu](mailto:Eric.Washington@lehman.cuny.edu).

Now is a good time to complete two trainings, the Employee Sexual Misconduct Prevention and Response Course (eSPARC) and the Workplace Violence Prevention Program. New York State law and University policy require the completion of both programs annually by all full-time and part-time employees. It takes approximately 30 minutes to complete each program and once you have done so, you can claim your certificate and start the new academic year with confidence that you understand these employee policies and procedures. You will also have a clear understanding of your rights and the resources available to you and, just as important, how you can contribute to a safe and supportive work and learning environment. You can access both trainings from the My Organizations section of Blackboard.

I fully support these policies. However, it is only with the participation of everyone in the Lehman community that faculty, staff, students, and visitors can experience a safe and supportive environment, which is the spirit of Lehman College.

Please contact any of the following individuals for additional information about Lehman's policies and procedures as they apply to job applicants, employees, and visitors:

**CUNY Policy on Equal Opportunity and Non-Discrimination and CUNY Policy on Sexual Misconduct**

Maritza Rivera

Director, Compliance and Diversity

(718) 960-8111 or [maritza.rivera@lehman.cuny.edu](mailto:maritza.rivera@lehman.cuny.edu)

**Workplace Violence Prevention Policy and Domestic Violence in the Workplace**

Eric Washington

Director of Human Resources

(718) 960-8181 or [eric.washington@lehman.cuny.edu](mailto:eric.washington@lehman.cuny.edu)

Natalie Zambrana

HR Manager

(718) 960-8453 or [natalie.zambrana@lehman.cuny.edu](mailto:natalie.zambrana@lehman.cuny.edu)

**CUNY Title IX Policy on Sexual Misconduct:**

Christine McGrath

Title IX Coordinator/EEO Investigator

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Denny Santos

Director of Compliance and Operations

(718) 960-8711 or [denny.santos@lehman.cuny.edu](mailto:denny.santos@lehman.cuny.edu)