Notice of Non-Discrimination

It is the policy of The City University of New York—applicable to all colleges and units— to recruit, employ, retain, promote, and provide benefits to employees and to admit and provide services for students without discriminating on the basis of actual or perceived 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, pregnancy, status as a victim of domestic violence/stalking/sex offenses, unemployment status, caregiver or familial status, prior record of arrest or conviction, or any other legally prohibited basis in accordance with federal, state and city laws. This policy is set forth in CUNY's Policy on Equal Opportunity and Non-Discrimination.

CUNY's Policy on Sexual Misconduct prohibits the following forms of sexual misconduct: sexual harassment, dating violence, domestic violence, sexual assault, stalking and voyeurism. Inquiries concerning sexual misconduct may be made to the individuals specified in that policy or may be referred to the U.S. Department of Education, Office for Civil Rights.

It is also the University's policy to provide reasonable accommodations and academic adjustments, when appropriate, to individuals with disabilities, individuals observing religious practices, individuals who have pregnancy or childbirth-related medical conditions and victims of domestic violence/stalking/sex offenses. The process for addressing these issues is set forth in CUNY's Procedures for Implementing Reasonable Accommodations and Academic Adjustments for Employees and CUNY's Policy Effecting Reasonable Accommodations and Academic Adjustments Procedures Relating to Accommodations and Accessibility for Students.

Retaliation for reporting or opposing discrimination, cooperating with an investigation of a discrimination complaint, or requesting an accommodation or academic adjustment is also prohibited.

Please visit the following links to access the above-referenced policies and procedures:

For CUNY's Policy on Sexual Misconduct–
https://www.citytech.cuny.edu/about-us/docs/CUNY_Policy_Sexual_Misconduct_2020.pdf

For CUNY's Equal Opportunity and Non-Discrimination Policy –
https://www.citytech.cuny.edu/compliance-diversity/docs/CUNYPolicyNonDiscrimination.pdf

For CUNY's Procedures for Implementing Reasonable Accommodations and Academic Adjustments for Employees and CUNY's Policy Effecting Reasonable Accommodations and Academic Adjustment Procedures Relating to Accommodations and Accessibility for Students -
https://www.cuny.edu/wp-content/uploads/sites/4/page-assets/about/administration/offices/legal-affairs/policies-resources/reasonable-accommodations-and-academic-adjustments/ReasonableAccommodationsEmployees-ReligiousAccomodationsEmployees_students_Revised_9.19.24.pdf

https://policy.cuny.edu/wp-content/uploads/sites/6/page-assets/general-policy/Accommodations-Policy-7.10.pdf

The following person has been designated at New York City College of Technology to handle inquiries and complaints relating to CUNY's Policy on Equal Opportunity and Non-Discrimination and Policy on Sexual Misconduct and to ensure compliance with CUNY's Procedures for Implementing Reasonable Accommodations and Academic Adjustments for Employees and CUNY's Policy Effecting Reasonable Accommodations and Academic Adjustments Procedures Relating to Accommodations and Accessibility for Students.

Patricia A. Cody, Esq.
Chief Diversity Officer, Title IX Coordinator, ADA/504 Rehab Act Coordinator
NAMM – 322
718-260-4985
Pcody@citytech.cuny.edu

The following federal, state, and local agencies enforce laws against discrimination:

- New York City Commission on Human Rights, https://www.nyc.gov/site/cchr/index.page
- New York State Division on Human Rights, http://www.dhr.ny.gov
- U.S. Equal Employment Opportunity Commission, http://www.eeoc.gov
- United States Department of Justice, http://www.justice.gov/
- United States Department of Education, Office for Civil Rights, http://www2.ed.gov/ocr