

## **Affirmative Action Policy**

It is the policy of the Board of Trustees of the City University of New York and New York City College of Technology to recruit, employ, retain, and promote employees and to provide services for students without regard to sex, age, national origin, color, religion, veteran status and/or sexual orientation. The “protected classes” as delineated in an Executive Order [Black, Hispanic (including Puerto Rican), Asian/Pacific Islander, Indian/Alaskan Native and women] were expanded on December 9, 1976 by the Chancellor of the City University of New York to include Italian-Americans. The University has and will exercise affirmative action for the “protected classes” including Italian-Americans.

## **Americans with Disabilities Act**

Section 504 of the Rehabilitation Act of 1973 states that “no otherwise qualified individual in the United States shall, solely by reason of his/her handicap, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any activity receiving Federal financial assistance.” Enforcement and remedy of grievances are jurisdiction of the Office of Civil Rights.