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BARUCH COLLEGE

OCT 01 2010

PRESIDENT'S OFFICE

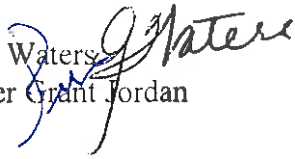
MEMORANDUM

TO:

The Presidents of the Colleges
The Dean of the CUNY School of Law
The Dean of the School of Professional Studies
The Dean of the School of Public Health
The Dean of the School of the Graduate School of Journalism
The Dean of the Macaulay Honors College

FROM:

Vice Chancellor Gloriana B. Waters
Interim Vice Chancellor Peter Grant Jordan



DATE:

September 17, 2010

SUBJECT:

Revised Policies and Procedures on Non-Discrimination and Sexual
Harassment

On June 28, 2010, the Board of Trustees amended the *Policies and Procedures on Non-Discrimination and Sexual Harassment* of The City University of New York (hereafter referred to as *Non-Discrimination Policy*). Attached, please find a copy of the revised document which replaces the version last modified on July 1, 2006.

The Board of Trustees amended the *Non-Discrimination Policy* in two respects, effective July 1, 2010. First, the Board added "Section 1324b of the Immigration and Nationality Act (INA)" to the list of statutes to which the University adheres. This law prohibits employment discrimination on the basis of citizenship or immigration status and prohibits employers from unfair documentary practices in connection with the I-9 employment eligibility verification process.

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Second, the Board adopted an amendment to the *Non-Discrimination Policy* explicitly stating that all complaints of discrimination, including those brought by students, are to be investigated by the campus Affirmative Action/Compliance and Diversity Officer, who is specifically trained to investigate complaints of discrimination and should be responsible for performing these functions in all cases.

Please be sure that the July, 2010 *Policies and Procedures on Non-Discrimination and Sexual Harassment* replaces the old version, and is disseminated to all and is made available online. If you have any questions, please feel free to contact Jennifer S. Rubain, Esq., University Dean for Recruitment and Diversity, at 212-794-5578 or by email at jennifer.rubain@mail.cuny.edu.

cc: Chancellor Matthew Goldstein
Executive Vice Chancellor Allan Dobrin
Senior Vice Chancellor Frederick P. Schaffer
Vice Presidents for Student Affairs
Human Resources Directors
Affirmative Action Officers