

## **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 all forms of sexual misconduct, including sexual harassment, gender harassment and sexual violence. Inquiries concerning sexual misconduct or sex discrimination 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.

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

To access CUNY's Policy and Procedures on Equal Opportunity and Non-Discrimination, Policy on Sexual Misconduct, and Procedures for Implementing Reasonable Accommodations and Academic Adjustments, please visit these links:

<http://www2.cuny.edu/wp-content/uploads/sites/4/page-assets/about/administration/offices/hr/policies-and-procedures/CUNYPolicy-Equal-Opportunity-and-Non-Discrimination-010115-procedures.pdf>

<http://www2.cuny.edu/wp-content/uploads/sites/4/page-assets/about/administration/offices/legal-affairs/POLICY-ON-SEXUAL-MISCONDUCT-10.1.2015-with-links.pdf>

<http://www2.cuny.edu/about/administration/offices/legal-affairs/policies-procedures/reasonable-accommodations-and-academic-adjustments/>

The following people have been designated at Queens College 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:

Cynthia W. Rountree  
Chief Diversity Officer and Title IX Coordinator  
Office of Compliance and Diversity Programs  
65-30 Kissena Boulevard, Kiely Hall 147  
Queens, NY 11367-1597  
(718)997-5888  
[Cynthia.rountree@qc.cuny.edu](mailto:Cynthia.rountree@qc.cuny.edu)

Esthela Arriaga  
Associate Director and Deputy Title IX Coordinator  
Office of Compliance and Diversity Programs  
65-30 Kissena Boulevard, Kiely Hall 147  
Queens, NY 11367-1597  
(718)997-5888  
[Esthela.arriaga@qc.cuny.edu](mailto:Esthela.arriaga@qc.cuny.edu)

**Reasonable Accommodations and Academic Adjustments – Students Registered with this office**

Mirian Detres-Hickey  
Director  
Office of Special Services  
65-30 Kissena Boulevard, Frese Hall 111A  
Queens, NY 11367-1597  
(718)997-5870  
[Mirian.detreshickey@qc.cuny.edu](mailto:Mirian.detreshickey@qc.cuny.edu)

**Reasonable Accommodations – Employees**

Lee Kelly  
Assistant Vice President  
Human Resources  
65-30 Kissena Boulevard, Kiely Hall 163  
Queens, NY 11367-1597  
(718)997-4455  
[Lee.kelly@qc.cuny.edu](mailto:Lee.kelly@qc.cuny.edu)

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

- New York City Commission on Human Rights,  
<http://www1.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>