

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:

CUNY Equal Opportunity and Non-Discrimination

<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>

CUNY Policy on Sexual Misconduct

<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>

Reasonable Accommodations and Academic Adjustments

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

The following persons have been designated at Lehman 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:

Policy on Equal Opportunity and Non-Discrimination

Office of Compliance and Diversity, Shuster Hall, Room 356 Telephone (718) 960-8111

Dawn Ewing Morgan, Chief Diversity Officer/Title IX Coordinator

Email: dawn.ewing-morgan@lehman.cuny.edu

Maritza Rivera, Associate Director for Compliance and Diversity

Email: Maritza.rivera@lehman.cuny.edu

Policy on Sexual Misconduct

Dawn Ewing Morgan, Chief Diversity Officer/Title IX Coordinator

Shuster Hall, Room 356 Telephone (718) 960-8111

Email: dawn.ewing-morgan@lehman.cuny.edu

Fausto Ramirez, Public Safety Director

APEX, Room 109 Telephone (718) 960-8594

Email: fausto.ramirez@lehman.cuny.edu

José Magdaleno, Vice President for Student Affairs

Shuster Hall, Room 204 Telephone (718) 960-8241

Email: joseph.magdaleno@lehman.cuny.edu

Reasonable Accommodations and Academic Adjustments

Student Disability Services, Shuster Hall, Room 238

Email: disability.services@lehman.cuny.edu Telephone (718) 960-8111

Reasonable Accommodations (Employment), Workplace Violence Prevention Policy and Domestic Violence in the Workplace Policy

Office of Human Resources, Shuster Hall, Room 230 Telephone (718) 960-8181

Eric Washington, Director of Human Resources

Email: eric.washington@lehman.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>

A large-print version of the Notice of Non-Discrimination is available upon request in electronic and/or paper format from Lehman's Office of Compliance and Diversity.