



## CUNY SCHOOL OF LABOR AND URBAN STUDIES

25 West 43rd Street, 19th Fl, New York, NY 10036-7406

September 16, 2024

Dear SLU Members of the SLU Community,

The City University of New York (CUNY) has a long-standing commitment to diversity and equal opportunity in all aspects of employment. I, along with the senior management team at SLU, fully support CUNY policies and practices to foster non-discrimination, affirmative action, and diversity and inclusion in the workplace. CUNY is enriched by the strengths of the people and perspectives in our institution. Accordingly, I continue to be committed to our compliance with the [CUNY Policies](#) and Procedures on [Equal Opportunity, Non-Discrimination](#), and on [Sex-Based Misconduct](#).

The Equal Opportunity and Non-Discrimination Policy states CUNY's commitment to recruit, employ, retain, promote, and provide benefits to employees, including paid and unpaid interns, and to admit and provide services for students without regard to race, color, creed, national origin, ethnicity, ancestry, religion, age, sex (including gender, gender identity, sex characteristics, sex stereotypes, sexual orientation, and past/present/potential pregnancy, childbirth, and related conditions), marital status, partnership status, disability, genetic information, alienage, citizenship, military or veteran status, head of household/principal wager status, status as a survivor of domestic violence/stalking/sex offenses, unemployment status, or any other legally prohibited basis in accordance with federal, state, and local laws.

Furthermore, the University does not tolerate acts of discrimination, including harassment, on the basis of national origin, including shared ancestry and ethnic characteristics (including shared Jewish, Israeli, Palestinian, Arab, Muslim and/or South Asian ancestry and/or the association with these national origins/ancestries), and that the University will take all necessary actions promptly and effectively to address such discrimination and remedy its effects as appropriate. Anyone who believes they have been a victim of harassment, discrimination or retaliation should use the [University-wide Discrimination and Retaliation Reporting Portal](#).

CUNY desires to expand its inclusivity and accessibility to both students and employees with disabilities. As per Governor Hochul's [Executive Order 31](#), CUNY is developing a Strategic Plan to enhance recruitment, advancement, and support of individuals with disabilities. Any CUNY employee requiring one or more accommodations to perform their job duties should contact Human Resources as per our policy on Reasonable Accommodations and Academic Adjustments.

I invite you to visit the CUNY website to view the [Policy](#) in its entirety as well as the policies on [Reasonable Accommodations and Academic Adjustments](#), [SLU Accessibility Disability Services](#) and [Reporting of Alleged Misconduct](#).





CUNY's executives and administrators are responsible for maintaining a work environment free from discrimination and harassment, and for promoting diversity and inclusion in their units. Senior Associate Dean for Academic Affairs and Chief Diversity Officer, Dr. Gladys Palma de Schrynemakers is the responsible official charged with assuring Equal Employment Opportunity compliance at SLU. I encourage all managers to contact her to discuss diversity and inclusion strategies that would advance unit goals. Additionally, any employee or applicant who believes they have experienced employment discrimination should contact Dr. Schrynemakers at (646)313-8355 or [Gladys.Schrynemakers@slu.cuny.edu](mailto:Gladys.Schrynemakers@slu.cuny.edu). They may also utilize the University-wide [HR Discrimination and Retaliation Report Portal](#) on the CUNY website.

I ask for your continued support to ensure equal opportunity, affirmative action, diversity and inclusion in all our employment practices.

Gregory Mantsios, Ph.D.  
Founding Dean