

# NOTICE OF NONDISCRIMINATION

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 Nondiscrimination**.

**CUNY's Policy on Sexual Misconduct** prohibits all forms of sexual misconduct, including sexual harassment, gender-based 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. Please refer to **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 prohibited.

You may access these CUNY Policies and Procedures at the Office of Equal Opportunity & Diversity Management (OEO) website: [https://www.kbcc.cuny.edu/title\\_IX/Homepage.html](https://www.kbcc.cuny.edu/title_IX/Homepage.html). If you believe you have experienced discrimination, bias, and/or retaliation, please report your complaint via the **University-Wide Discrimination and Retaliation Reporting Portal** so we can investigate and take appropriate action.

The following person has been designated at Kingsborough Community College to handle inquiries and complaints relating to CUNY's Policy on Equal Opportunity and Nondiscrimination as well as CUNY's Policy on Sexual Misconduct, and to ensure compliance with CUNY's Reasonable Accommodations and Academic Adjustments Procedures:

**Corina M. Lozada Smith, Esq.**

Chief Diversity Officer & Title IX/ADA Coordinator

Kingsborough Community College

Office of Equal Opportunity & Diversity Management, Room V231

Telephone: 718-368-6793

AskOEO@kbcc.cuny.edu or Title\_IX\_inquiries@kbcc.cuny.edu

Reviewed & received by: \_\_\_\_\_  
(print) (signature)

Date: \_\_\_\_\_