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Timothy G. Lynch, Ph.D.
Interim President

DATE: September 7, 2022
TO: College Faculty and Staff
FROM: Interim President Timothy Lynch
RE: Re-affirmation of commitment to Employment Diversity/Equal Opportunity/Affirmative Action

The College of Staten Island is committed to diversity and equal opportunity in all aspects of employment practices. Recognizing that a diverse workforce is a more effective workforce, I reaffirm CSI's commitment to fostering workplace diversity. Our senior management team fully supports our policies and practices to foster non-discrimination, affirmative action, and diversity and inclusion in the workplace. CSI 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 Sexual Misconduct.

The Equal Opportunity and Non-Discrimination Policy states CUNY's commitment to recruit, employ, retain, promote, and provide benefits to employees without regard to race, color, creed, national origin, ethnicity, ancestry, religion, age, sex (including pregnancy, childbirth and related conditions), sexual orientation, gender, gender identity, marital status, partnership status, disability, genetic information, alienage, citizenship, military or veteran status, unemployment status, status as a victim of domestic violence/stalking/sex offenses, or any other legally prohibited basis in accordance with federal, state and city laws. Additionally, as a federal contractor, CUNY engages in affirmative action for women, minorities, individuals with disabilities, and veterans consistent with federal requirements for employees in all title groups. Italian Americans are included among CUNY's protected groups.

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](#) and [Reporting of Alleged Misconduct](#).

CSI'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. Victoria Ajibade is the responsible official charged with implementing affirmative action regulations. I encourage all managers to contact her to discuss diversity and inclusion strategies that would advance unit goals. Additionally, any individual who believes they have experienced employment discrimination should immediately contact Ms. Ajibade at (718)982-2250 or Victoria.Ajibade@csi.cuny.edu.

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

Sincerely,

A handwritten signature in blue ink that reads "Timothy G. Lynch".

Timothy G. Lynch, Ph.D. (he/him/his)
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