


MEMORANDUM

DATE: November 7, 2012
TO: All BCC Employees and Faculty
FROM: President Carole M. Berotte Joseph 
RE: Audit from the Equal Employment Practices Commission

On May 14, 2012, the Equal Employment Practices Commission (EEOC) completed an Audit of Compliance for Bronx Community College with The City University of New York (CUNY) Affirmative Action/Equal Employment Opportunity and Diversity Policy Statement from July 1, 2001 to June 30, 2010.

Following this audit, the College was required to implement six (6) EEOC recommendations within a six (6) month period to commence on July 1, 2012. I am pleased to report that we are now in full compliance with the six (6) audit recommendations.

Listed below are the six (6) implemented audit recommendations:

- (1) BCC must contact all parties, as per the CUNY Employment and Discrimination Complaint Procedures, that an EEO complaint has been filed and that an investigation has begun. All EEO case folders now contain documentation that such action is consistently done.
- (2) In the event that an investigation uncovers no reasonable basis for the allegations of discrimination, the College contacts the complainant, the President and other appropriate parties of the outcome, in writing.
- (3) Since the College's workforce shows underutilization in Professorial, Non-Professorial, and Administration groups in at least four (4) "protected classes" (Asians, Blacks, Hispanics and Females), the College expands its recruitment efforts and maintains a list of additional recruitment resources geared toward these protected groups. The College refers to this list for subsequent recruitment efforts in the relevant job groups until underutilization is eliminated.
- (4) Because the Affirmative Action/Chief Diversity Officer should report directly to the President (or to a direct report to the President), a log of appropriate documentation on the meetings and other communications between the Affirmative Action/Chief Diversity Officer and the President regarding decisions that impact the administration of the College's EEO program is maintained.

- (5) Since it is the Commission's position that the College is responsible for ensuring compliance with all federal, state, and local laws, as well as City and agency policies, pertaining to persons with disabilities, the College has submitted documentation to demonstrate implementation of its plan to address accessibility issues.
- (6) Since the Charter and the Equal Employment Opportunity Policy (EEOP) require the agency head to ensure and promote equal employment opportunity, after implementation of the above recommendations, this memorandum serves as notification to all employees on the changes that have been implemented in the College's AA/EEO program pursuant to the EEPC's audit.

As President of Bronx Community College, I reaffirm the College's strong commitment to the principles of affirmative action, equal opportunity and diversity. Bronx Community College is committed to maintaining fair employment practices on the basis of merit for all our employees. As an Equal Opportunity Employer, Bronx Community College is also committed to compliance with the federal, state and local laws prohibiting employment discrimination. It is the policy of The City University of New York and Bronx Community College to recruit, employ, retain, promote and provide benefits to employees; and to admit and provide valuable services for students without regard of race, color, creed, national origin, ethnicity, ancestry, religion, age, sex (gender), sexual orientation, gender identity, marital status, prior arrest/conviction, legally registered domestic partnership status, disability, predisposing genetic characteristics, alienage, citizenship, military or veteran status, or status as a victim of domestic violence.

Please be advised that detailed information regarding Bronx Community College's EEO/AA program, its policies and procedures can be found on the College website at http://www.bcc.cuny.edu/affirmative_action/default.htm.

If there are any employees and/or faculty with equal employment opportunity concerns, or wish to find out specific information about how the College addressed the EEPC's recommendation, are advised to speak with Jesenia Minier-Delgado, Chief Diversity Officer/Director of the Office of Affirmative Action, Compliance and Diversity at (718) 289-5151 or jesenia.minier-delgado@bcc.cuny.edu.

I thank you for sharing my commitment in creating a work environment that encourages and appreciates diversity.