

## EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

The New York City Board of Education Retirement System (BERS) is an Equal Employment Opportunity (EEO) Employer. As Executive Director, I reaffirm BERS strong commitment to maintaining fair employment practices for all of its members:

Federal, State and/or local laws prohibit employment discrimination based on:

Actual or perceived race, color, creed, age, national origin, alienage or citizenship status, gender (including gender identity and sexual harassment), sexual orientation, disability (including pregnancy), predisposing genetic characteristics, marital status, and partnership status, military status, unemployment status, arrest or conviction record, status as a victim of domestic violence, stalking, and sex offenses, retaliation, bias-related harassment, and discrimination against interns, paid or unpaid.

In addition to providing protections on the basis of the above categories, some federal, state and local laws protect persons who are discriminated against because they are perceived to be in a protected class. Harassment based on a person's actual or perceived protected status is also prohibited.

These laws prohibit discrimination, which affect:

*Hiring	*Discipline	*Performance Evaluations
*Work Assignments	*Promotion	*Termination
*Working Conditions	*Transfer	*Training Opportunities
*Salary and Benefits	*Testing	*Recruitment

The law requires that reasonable accommodations be made for employees with disabilities. The Law also requires that reasonable accommodations be made for employees' religious observances or practices.

All employees are directed to comply with both the letter and the spirit of these laws. All personnel should work to maintain an atmosphere of appreciation of the diversity reflected in our staff, and to promote understanding among our co-workers. Managers and Supervisors are directed to make all employment decisions in accordance with BERS EEO policy, and to ensure compliance with the policy in their areas of responsibility.

If any employee feels that he or she has been discriminated against by a manager, supervisor or another employee, the employee should contact the Equal Employment Opportunity Officer or the Equal Employment Opportunity Counselor. The EEO Officer is Noro Healy, who may be contacted at 718 935-4529. The EEO Counselor is Aisha Faulks, who can be contacted at 718 935-4395. The Equal Employment Opportunity Officer has the authority to recommend to the agency head that disciplinary action be taken against any employee who has committed an unlawful discriminatory act.

All complaints will be handled in confidence. No employee may retaliate against or harass any person for filing a complaint or cooperating in the investigation of the complaint. Such retaliation or harassment is unlawful and will be cause for disciplinary action.

Sanford R. Rich



Executive Director