PUBLIC NOTIFICATION
OF NON-DISCRIMINATION POLICY

It is the policy of the Board of Education Retirement System of the City of New York to provide employment opportunities without regard to **race, color, religion, creed, ethnicity, national origin, alienage, citizenship status, age, marital status, partnership status, disability, sexual orientation, gender (sex), military status, prior record of arrest or conviction, except as permitted by law, predisposing genetic characteristics, or status as a victim of domestic violence, sexual offenses and stalking, and to maintain an environment free of harassment on any of the above-noted grounds, including sexual harassment or retaliation.** This policy is in accordance with Title VI and Title VII of the Civil Rights Act of 1964, Age Discrimination in Employment Act of 1967, Section 503 and Section 504 of the Rehabilitation Act of 1973, Fair Labor Standards Amendments of 1974, Immigration Reform and Control Act of 1986, The Americans with Disabilities Act of 1990, Civil Rights Act of 1991, New York State and City Human Rights Laws and Provisions of Non-Discrimination in Collective Bargaining Agreements of the Department of Education of the City of New York.

Sexual Harassment in the Workplace

Sexual harassment is a form of discrimination prohibited by federal, state, and local laws. It involves unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when submission to or rejection of this conduct explicitly or implicitly affects an individual's employment, unreasonably interferes with an individual's work performance or creates an intimidating, hostile, or offensive work environment.

Disability Accommodation Policy

Applicants and employees with disabilities may qualify for a reasonable accommodation in the workplace under federal, state, and local laws. Accommodations may be requested by using the Reasonable Accommodation Request form available directly from the Office of Equal Opportunity (OEO) or via the BERS Website.

Filing a Complaint

BERS Regulation A-1 governs the filling of internal complaints of discrimination or harassment. Any person who believes that they have experienced discrimination may file a complaint by contacting OEO at **(929) 305-3810** or visiting OEO at **55 Water Street, 50th Floor, New York, New York 10038**. Information may also be obtained from the OEO website at www.nycbers.org.

To file an external complaint of discrimination, please contact any of the following agencies:

New York City Commission on Human Rights
100 Gold Street, Suite 4600
New York, NY 10038
Complaints (212) 306-7450
Main: (212) 306-7560

New York State Division of Human Rights
1 Fordham Plaza, 4th Floor
Bronx. NY 10458
(718) 741-8400

Office for Civil Rights, New York Office
U. S. Department of Education
32 Old Slip, 26th Floor
New York, NY 10005-2500
(646) 428-3900

U. S. Equal Employment Opportunity Commission
New York District Office
33 Whitehall Street, 5th Floor
New York, NY 10004
(212) 336-3620

New York District Office
U.S. Department of Labor
ESA- Office of Federal Contract Compliance Programs (OFCCP)
26 Federal Plaza, Room 36-116
New York, NY 10278
(212) 264-7743

Sanford R. Rich
Executive Director
Daniel Miller
Deputy Executive Director

BERS Board of Education Retirement System

Michael Sohn
EEO Officer

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