

# 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) 305-3854** or visiting OEO at **55 Water Street, 50<sup>th</sup> Floor, New York, New York 10038**. Information may also be obtained from the OEO website at [www.nycbers.org](http://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

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