PUBLIC NOTIFICATION OF ANTI-DISCRIMINATION POLICY

It is the policy of the New York City Department of Education (DOE) to provide equal employment opportunities in accordance with applicable laws and regulations and without regard to actual or perceived race, color, religion, creed, ethnicity, national origin, alienage, citizenship status, age, marital status, partnership status, disability, sexual orientation, gender (including actual or perceived gender identity, gender expression, pregnancy/conditions related to pregnancy or childbirth), height, weight, military status, unemployment status, prior record of arrest or conviction, caregiver status, consumer credit history, predisposing genetic characteristics, salary history, sexual and reproductive health decisions, or status as a victim of domestic violence, sexual offenses, or stalking, and to maintain an environment free of harassment on any of the above protected classifications, including sexual harassment and retaliation.

It is the policy of the DOE to provide equal educational opportunities in accordance with applicable laws and regulations and without regard to actual or perceived race, color, religion, age, creed, ethnicity, national origin, alienage, citizenship status, disability, sexual orientation, gender (including actual or perceived gender identity, gender expression, pregnancy/conditions related to pregnancy or childbirth), or weight and to maintain an environment free of harassment on the basis of any of the above protected classifications, including sexual harassment and retaliation.

It is the policy of the DOE to ensure DOE programs, services, and activities, including DOE public meetings, are accessible to parents, guardians, students, and others who do business with the DOE, work with DOE employees or students, use DOE facilities, or otherwise interact with the DOE without regard to actual or perceived race, color, religion, age, creed, ethnicity, national origin, alienage, citizenship status, disability, sexual orientation, gender, height, weight, marital status, partnership status, or military status.

This policy is in accordance with Title VI and Title VII of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, 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 Anti-Discrimination in Collective Bargaining Agreements of the Department of Education of the City of New York.

Chancellor's Regulation A-830 sets forth the procedures for employees, parents of students, students and others who do business with the DOE, work with DOE employees or students, use DOE facilities or otherwise interact with the DOE to file complaints of unlawful discrimination, harassment by DOE employees or individuals who are not employed by the DOE but who work with DOE employees or students, or retaliation based upon such complaints. Complaints may be filed by contacting the Office of Equal Opportunity & Diversity Management (OEO) or by filing with one of the agencies identified below. A copy of Chancellor's Regulation A-830 may be obtained from OEO or at https://www.schools.nyc.gov/about-us/policies/chancellors-regulations.

DOE Resources:

Main Office:

Office of Equal Opportunity & Diversity Management
New York City Department of Education
110 William Street, 15th Floor
New York, NY 10038
Tel: 718-935-3320
oeoinquiries@schools.nyc.gov

Questions regarding Title IX compliance should be referred to:

Title IX Coordinator
110 William Street, 15th Floor
New York, NY 10038
Tel: 718-935-4987
Title_IX_Inquiries@schools.nyc.gov

Questions regarding Section 504 accommodations should be referred to:

Section 504 Coordinator
Office of School Health
110 William Street, 15th Floor
New York, NY 10038
Tel: (212) 287-0354
504Questions@schools.nyc.gov

External Resources:

- U.S. Equal Employment Opportunity Commission, New York District Office – 33 Whitehall Street 5th Floor, New York, NY 10004 – 212-336-3620
- 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
- New York State Division of Human Rights – 1 Fordham Plaza – 4th floor, Bronx, NY 10458 – 718-741-8400
- New York City Commission on Human Rights – 22 Reade Street – 1st floor, New York, NY 10007 – 212-306-7450