

PUBLIC NOTIFICATION OF ANTI-DISCRIMINATION POLICY

It is the policy of the Board of Education Retirement System of the City of New York to provide equal employment opportunities without regard to actual or perceived **actual or perceived race, color, national origin, alienage or citizenship status, religion or creed, gender (including “gender identity” -- which refers to a person’s actual or perceived sex, and includes self-image, appearance, behavior or expression, whether or not different from that traditionally associated with the legal sex assigned to the person at birth), disability, age (18 and over), military status, prior record of arrest or conviction, marital status, partnership status, caregiver status, genetic information or predisposing genetic characteristic, sexual orientation, status as a victim or witness of domestic violence, sex offenses or stalking, and unemployment status, and consumer credit history.**

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.

Executive Director’s Regulation A-1 sets forth the procedures for employees, parents of students, students and others who do business with, or otherwise interact with BERS to file complaints of unlawful discrimination or retaliation based upon such complaints. Complaints may be filed by contacting the Equal Employment Opportunity (EEO) Office or by filing with one of the agencies identified below. A copy of Executive Director’s Regulation A-1 may be obtained from EEO or at: www.nycbers.org.

Internal Resources:	External Resources:	
<p align="center">Equal Employment Opportunity Office New York City Board of Education Retirement System 55 Water Street – 50th Floor New York, NY 10041 Tel: 929-305-3800 Fax: 929-305-3739 Website: www.nycbers.org</p>	<p>U.S. Equal Employment Opportunity Commission New York District Office 33 Whitehall Street, 5th Floor New York, New York 10004 212-336-3620</p>	<p>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</p>
<p>Addition questions regarding compliance should be referred to: Michelle Pyram 55 Water Street – 50th Floor New York, NY 10041 Tel: 929-305-3854</p>	<p>New York State Division of Human Rights 1 Fordham Plaza - 4th Floor Bronx, New York 10458 718-741-8400</p>	<p>New York City Commission on Human Rights 40 Rector Street – 9th Floor New York, New York 10006 Complaints: (212) 306-7450 Main: (212) 306-7560 <u>Mailing Address</u> P.O. Box 2023 New York, New York 10272</p>