

Quinsigamond Community College

Office of the President

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MEMORANDUM

Date: October 2, 2001

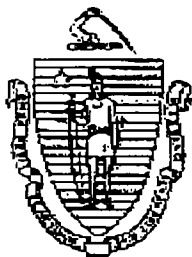
To: The College Community

From: Sandra L. Kurtinitis, Ph.D.
President

Re: Message on Tolerance from Secretary Stephen P. Crosby

We have been asked to share the attached message from Secretary Stephen P. Crosby, MA Executive Office for Administration and Finance, with all college staff. It is an important message keyed to an issue of concern for all of us.

p.k.
Attachment



THE COMMONWEALTH OF MASSACHUSETTS
EXECUTIVE OFFICE FOR
ADMINISTRATION AND FINANCE
STATE HOUSE • ROOM 373
BOSTON, MA 02133


JANE SWIFT
GOVERNOR

STEPHEN P. CROSBY
SECRETARY

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MEMORANDUM

TO: All State Employees

FROM: Stephen P. Crosby, Secretary 
Executive Office for Administration and Finance

DATE: September 26, 2001

SUBJECT: Commitment to Respecting Diversity

We have made great efforts over the last year, and intend to continue in the future, to educate our employees at every level of state government about the importance of being inclusive and respecting the differences among our citizens and our public workforce. This takes on a new significance in light of the September 11th tragedy. In a statement that Governor Jane Swift made on September 14, as part of the National Day of Prayer and Remembrance activities, she said:

"...And we rededicate ourselves to the values and beliefs that make this the greatest nation on Earth... Part of that rededication is reminding each other and ourselves that diversity is our most important asset. Intolerance is repugnant to our way of life. We must not in anger turn on our neighbors of a different skin color or a different faith or a different place of birth. There is no heroism or patriotism in such acts, just a cowardice that reopens the wounds of this and other tragedies... Instead, we must focus our energies on the renewal of our communities and of our spirits..."

I want to take this opportunity to share the Governor's words with all of you and to emphasize the importance of treating your fellow employees, your customers, and all others with whom you do business with the highest level of respect and sensitivity during these difficult times. As an organization, we have nothing to gain and everything to lose if we engage in any activity or behavior towards others in the workplace that is discriminatory or demeaning, or that targets an individual on the basis of his/her race, national origin, or religion.

You should all know that the Commonwealth as an employer has a policy of zero tolerance concerning all of the negative behavior I have described above. If you feel you have been treated unfairly or if you have observed other employees engaging in that behavior, you should feel free to raise your concerns to your agency's Civil Rights Officer.

Thank you all for your efforts over the past few weeks to pull together as a community, to keep delivering the services of state government and to help one another through this crisis and its aftermath.