

Exhibit A



ANDREW M. CUOMO
GOVERNOR

NEW YORK STATE
DIVISION OF HUMAN RIGHTS

NEW YORK STATE DIVISION OF
HUMAN RIGHTS on the Complaint of

TSHOLOFELO STEPHANIE STEWART,
Complainant,

v.

NEW YORK STATE, CITY UNIVERSITY OF NEW
YORK, BOROUGH OF MANHATTAN COMMUNITY
COLLEGE,

Respondent.

VERIFIED COMPLAINT
Pursuant to Executive Law,
Article 15

Case No.
10157223

I, Tsholofelo Stephanie Stewart, residing at [REDACTED], charge the above named respondent, whose address is 535 East 80th Street, New York, NY, 10021 with an unlawful discriminatory practice relating to education in violation of Article 15 of the Executive Law of the State of New York (Human Rights Law) because of sex.

Date most recent or continuing discrimination took place is 3/19/2012.

The allegations are:

SEE ATTACHED

New York State Division of Human Rights Complaint Form

CONTACT INFORMATION

My contact information:

Name: Tsholofelo Stephanie Stewart

Address: [REDACTED]

Apt or Floor #: [REDACTED]

City: [REDACTED]

State: [REDACTED]

Zip: [REDACTED]

REGULATED AREAS

I believe I was discriminated against in the area of:

☐ Employment

☒ Education

☐ Volunteer firefighting

☐ Apprentice Training

☐ Boycotting/Blacklisting

☐ Credit

☐ Public Accommodations
(Restaurants, stores, hotels, movie
theaters amusement parks, etc.)

☐ Housing

☐ Labor Union, Employment
Agencies

☐ Commercial Space

I am filing a complaint against:

Company or Other Name: Prof. Patricia Salazar - Matthews

Address: Borough of Manhattan Community College, 199 Chambers St.

City: New York

State: NY

Zip: 10007

Telephone Number: 212 220 1370 or (212) 620-1221
(area code)

Individual people who discriminated against me:

Name: Prof Patricia Salazar - Matthews

Title: Professor and

Director of Ethnic Studies.

Title: !

DATE OF DISCRIMINATION

The most recent act of discrimination happened on:

March
month

19
day

2012
year

BASIS OF DISCRIMINATION

Please tell us why you were discriminated against by checking one or more of the boxes below.



You do not need to provide information for every type of discrimination on this list. Before you check a box, make sure you are checking it only if you believe it was a reason for the discrimination. Please look at the list on Page 1 for an explanation of each type of discrimination.

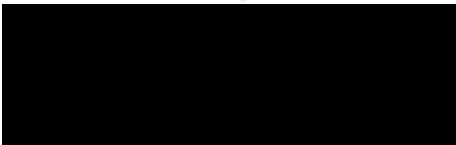
Please note: Some types of discrimination on this list do not apply to all of the regulated areas listed on Page 3. (For example, Conviction Record applies only to Employment and Credit complaints, and Familial Status is a basis only in Housing and Credit complaints). These exceptions are listed next to the types of discrimination below.

I believe I was discriminated against because of my:

<input type="checkbox"/> Age (Does not apply to Public Accommodations) Date of Birth:	<input type="checkbox"/> Genetic Predisposition (Employment only) Please specify:
<input type="checkbox"/> Arrest Record (Only for Employment, Licensing, and Credit) Please specify:	<input type="checkbox"/> Marital Status Please specify:
<input type="checkbox"/> Conviction Record (Employment and Credit only) Please specify:	<input type="checkbox"/> Military Status: Please specify:
<input type="checkbox"/> Creed / Religion Please specify:	<input type="checkbox"/> National Origin Please specify:
<input type="checkbox"/> Disability Please specify:	<input type="checkbox"/> Race/Color or Ethnicity Please specify:
<input type="checkbox"/> Domestic Violence Victim Status: (Employment only) Please specify:	<input type="checkbox"/> Sex Please specify: <input checked="" type="checkbox"/> Female <input type="checkbox"/> Male <input checked="" type="checkbox"/> Pregnancy <input type="checkbox"/> Sexual Harassment
<input type="checkbox"/> Familial Status (Housing and Credit only) Please specify:	<input type="checkbox"/> Sexual Orientation Please specify:
<input checked="" type="checkbox"/> Retaliation (if you filed a discrimination case before, or helped someone else with a discrimination case, or reported discrimination due to race, sex, or any other category listed above) Please specify: Academic Warning	



Before you turn to the next page, please check this list to make sure that you provided information **only** for the type of discrimination that relates to your complaint.



Date: August 2, 2012

To whom it may concern

I am a full time student at The Borough of Manhattan Community College (The City University of New York). I have been discriminated against by my Women's Studies lecturer Prof. Patricia Salazar-Mathews due to my pregnancy during the time period of February 2012 to March 2012. I had requested several times that she allow her course to accommodate me by allowing me to make up any missed class assignments including tests during my absence resulting from my labor and delivery and that I would provide her with the corresponding medical documents to justify my absence. Meanwhile I would attend every class regularly until that time came. However despite my several attempts she persistently denied me my request insisting that her class policy does not permit make ups under any circumstances including mine. With this said she threatened me by saying if I don't like her policy I should leave her class and drop the course. Despite me involving a third party which included the college Dean Mr. Erwin Wong, Mary Quezada (Student Advisor) and Tiffany James (Student Conduct Advisor) I was told nothing could be done to accommodate work missed due to my absence during my labor and delivery since Prof. Salazar-Mathews is the instructor of the course her rules are her rules and since she is also the Director of Ethnic Studies I was told that due to her title I have to submit and abide by her rules. Her class was only once a week on Monday's from 11am to 1:30pm so for me to miss an enormous amount of work was highly unlikely since delivery and recovery at a hospital is a maximum of three days. I knew I was capable of making up the work because the class had several textbook references and I had two classmates I could contact for further information. Nevertheless I was forced to withdraw from her course Anthropology 210-111 because her rules would ultimately jeopardize my grade and her demeanor towards and the fact that she threatened me made me feel very unwelcome and uncomfortable. With this said I withdrew from her course on March 21, 2012.

I am aware that Prof. Mathews has violated my rights of continuing my education/course and has discriminated against me under the United States Department of Education Title IX of the Education Amendment of 1972 which clearly states: *"No person in the United States, shall on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination."* This law also lists clearly that being excluded from participating in class assignments is a violation of this law. The Education Amendment also clearly states and I quote: *"...may not retaliate against any person because he or she opposed an unlawful educational practice or policy, or made charges, testified or participated in any complaint action under Title IX...to retaliate in any way is a violation of Title IX."* Therefore due to me not agreeing with her unlawful class policy as a result I had made a complaint via email on March 19, 2012 and after making that complaint she retaliated against me on the same day by writing an Academic Warning against me which was filled with false accusations in order to intimidate, victimize and subordinate me and ultimately assassinate my character and my educational reputation. I was instructed on the Academic Warning made by Prof. Salazar-Mathews to see Prof. Jim Blake, (the college

councilor) to account for my accusations and he in turn found, after viewing my evidence, that the accusations that she made against me were false. Prof. Mathews also retaliated against me by forcing me to leave her class and drop the course because I would not submit to her unlawful class policy. By her forcing me to drop the course I not only lost out on my education but she wasted my tuition and my educational progress. I believe that it was entirely possible for Prof. Salazar-Mathews to accommodate me to continue the course because I had requested the same from my other four professors and they gladly accommodated me, allowing me to make up work missed due to my labor and delivery and recovery. And just to prove my capability of doing well despite not being in class physically during my hospitalization and recovery, I still managed to obtain A and B+ grades for the spring 2012 semester.

I am an A student who is on the Dean's list and I am also BMCC's scholarship recipient who is one out of eight students chosen from the college as its top academic performer. With this said, I take my education very seriously. According to the United States Law pregnancy should be treated as a temporary disability and for me to be treated in this afflicting manner by Prof Salazar-Mathews is completely unlawful and discriminatory. This entire ordeal that Prof. Salazar-Mathews had put me through was extremely stressful on me and my health, which during pregnancy can be very detrimental. As a result my doctor decided to put me on maternity leave.

I have included a thread of emails as evidence of Prof. Salazar-Mathew's actions which I have numbered for you in chronological order to make it easier to follow. I've also included other documents as evidence to support my case: Academic Warning, Course Withdrawal receipt, my doctor's letter and my grades.

You are welcome to contact me on the following:

C/O Stephanie Stewart

Mail Address: [REDACTED]

Email: [REDACTED]

Cell phone: [REDACTED]

And,

Contact Prof. Patricia Salazar-Mathews at:

Borough of Manhattan Community College

Office: Centre of Ethnic Studies, Room S-638 or

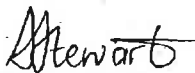
Social Science Department, Room N-619

Office Hours: Mon 9:30am to 10:45pm, Tue 1:15pm to 2:15pm and Wed 1:00pm to 1:45 pm

Office phone: 212-220-1370 or 212-220-1221

I look forward to your response.

Sincerely,



Tsholofelo Stephanie Stewart

Student #: [REDACTED]

NOTARIZATION OF THE COMPLAINT

Based on the information contained in this form, I charge the above-named Respondent with an unlawful discriminatory practice, in violation of the New York State Human Rights Law.

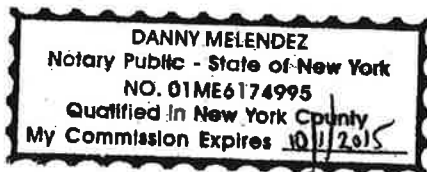
By filing this complaint, I understand that I am also filing my employment complaint with the United States Equal Employment Opportunity Commission under the Americans With Disabilities Act (covers disability related to employment), Title VII of the Civil Rights Act of 1964, as amended (covers race, color, religion, national origin, sex relating to employment), and/or the Age Discrimination in Employment Act, as amended (covers ages 40 years of age or older in employment), or filing my housing/credit complaint with HUD under Title VIII of the Federal Fair Housing Act, as amended (covers acts of discrimination in housing), as applicable. This complaint will protect your rights under Federal Law.

I hereby authorize the New York State Division of Human Rights to accept this complaint on behalf of the U.S. Equal Employment Opportunity Commission, subject to the statutory limitations contained in the aforementioned law and/or to accept this complaint on behalf of the U.S. Department of Housing and Urban Development for review and additional filing by them, subject to the statutory limitations contained in the aforementioned law.

I have not filed any other civil action, nor do I have an action pending before any administrative agency, under any state or local law, based upon this same unlawful discriminatory practice.

I swear under penalty of perjury that I am the complainant herein; that I have read (or have had read to me) the foregoing complaint and know the contents of this complaint; and that the foregoing is true and correct, based on my current knowledge, information, and belief.

Stewart (Tsholofelo Stephanie Stewart)
Sign your full legal name



Subscribed and sworn before me
This 2nd day of July, 2012

[Signature]
Signature of Notary Public

County: New York

Commission expires: 10/1/2015

Please note: Once this form is notarized and returned to the Division, it becomes a legal document and an official complaint with the Division of Human rights. After the Division accepts your complaint, this form will be sent to the company or person(s) whom you are accusing of discrimination.

Exhibit B



ANDREW M. CUOMO
GOVERNOR

NEW YORK STATE
DIVISION OF HUMAN RIGHTS

NEW YORK STATE DIVISION OF
HUMAN RIGHTS on the Complaint of

TSHOLOFELO STEPHANIE STEWART,
Complainant,

v.

NEW YORK STATE, CITY UNIVERSITY OF NEW
YORK, BOROUGH OF MANHATTAN COMMUNITY
COLLEGE,

Respondent.

DETERMINATION AND
ORDER OF DISMISSAL FOR
LACK OF JURISDICTION

Case No.
10157223

On 9/5/2012, Tsholofelo Stephanie Stewart filed a verified complaint with the New York State Division of Human Rights ("Division") charging the above-named respondent with an unlawful discriminatory practice relating to education because of sex in violation of N.Y. Exec. Law, art. 15 ("Human Rights Law").

Pursuant to Section 297.2 of the Human Rights Law, the Division finds that it does not have jurisdiction for the following reason:

Pursuant to the ruling of the New York Court of Appeals in *North Syracuse Central Sch. Dist. v. N.Y. State Div. of Human Rights*, --- N.Y.3d ---, 2012 WL 2092954 (2012). *North Syracuse* is binding precedent upon the Division's determination of its jurisdiction, and requires the dismissal of all cases alleging discrimination in the provision of educational services by public educational institutions.

You may have rights under federal law, and you may be able to file a complaint with the Office for Civil Rights ("OCR") of the U.S. Department of Education. Please see the information provided at <http://www2.ed.gov/about/offices/list/ocr/docs/ocrcpm.html>. This webpage contains OCR's Case Processing Manual. As explained in the Manual, certain time limits apply to such complaints. See Sections 106 and 107 of the Manual. If you wish to file with OCR you *must* do so within 60 days of the date of this dismissal order (or within 180 days of the date of the most recent instance of the discrimination complained of, if that results in a later date). If you

wish to file a complaint with OCR, or need further information, please contact the New York Office:

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

Telephone: 646-428-3900
FAX: 646-428-3843; TDD: 877-521-2172
E-mail: OCR.NewYork@ed.gov

New York Education Law § 313 provides that a complaint of discrimination by a post-secondary educational institution may be filed with the State Commissioner of Education. Such complaint must be filed within one year of the date of the action complained of. Therefore this process is only available to you if the conduct complained of occurred within the last year, is ongoing, or has been repeated recently. For further information on filing a complaint pursuant to § 313 please call New York State Department of Education, Office of Higher Education, at (518) 474-1551.


The complaint is therefore ordered dismissed and the file is closed.

PLEASE TAKE NOTICE that any party to this proceeding may appeal this Determination to the New York State Supreme Court in the County wherein the alleged unlawful discriminatory practice took place by filing directly with such court a Notice of Petition and Petition within sixty (60) days after service of this Determination. A copy of this Notice and Petition must also be served on all parties including General Counsel, State Division of Human Rights, One Fordham Plaza, 4th Floor, Bronx, New York 10458. DO NOT FILE THE ORIGINAL NOTICE AND PETITION WITH THE STATE DIVISION OF HUMAN RIGHTS.

Dated: **NOV 21 2012**
Brooklyn, New York

STATE DIVISION OF HUMAN RIGHTS

By:



Leon C. Dimaya
Regional Director

Exhibit C

PANTHER STUDENT INFORMATION SYSTEM

LOGOFF

Session ID: 1282-144

Inquiry for Tsholofelo Stewart

Spring 12 - Fall 11

Counselor: Your Courses

SEMESTER	COURSE	SEC	DESCRIPTION	GRADE	CREDITS	GPA	
SPRING 12	ANT 210	111	ROLES OF WOMEN	WU	WI 3.0	2.53	
	ENG 201	991	ENGLISH II	B-	3.0		
	MAT 100	123	FUND OF MATH I	B	4.0		
	MUS 108	121	AFRO-AMERICAN MUSIC	A	2.0		
	POL 100	142	AMERICAN GOVERNMENT	B+	3.0		
FALL 11	ENG 101	9M1	ENGLISH COMP I	A-	3.0	3.88	
	PHI 100	091	INTRO TO PHILOSOPHY	A-	3.0		
	PSY 100	083	GENERAL PSYCHOLOGY	A	3.0		
	SOC 100	127	INTRO TO SOCIOLOGY	A	3.0		
	SPE 100	073	FUND OF SPEECH	A	3.0		
	DEAN'S LIST						
TOTALS:			GPA CREDITS: 30.0		EARNED: 30.0	QPTS: 96.2	GPA: 3.27

INQUIRY
MENUPREVIOUS
PAGENEXT
PAGE

BACK TO MAIN MENU

SEND TO PRINTER

Exhibit D

My Correspondance with my English Prof. Holly Tavel

----- Forwarded Message -----

From: holly tavel <[REDACTED]>
To: Stewart <[REDACTED]>
Sent: Friday, April 20, 2012 12:50 AM
Subject: Re: Eng 201-991

Yes, thanks, Stephanie.

-----Original Message-----

>From: Stewart <[REDACTED]>
>Sent: Apr 19, 2012 9:47 PM
>To: "[REDACTED]" <[REDACTED]>
>Subject: Eng 201-991

>

>Hi Holly

>

>I had emailed you my paper #3. I understand if you were a bit tied up to confirm that you received it. When you do get a chance can you please confirm that you received it since I will be absent from class.

>

>Thank you

>-Stephanie Stewart

>

>Sent from my iPhone

----- Forwarded Message -----

From: Erin Heidt-Forsythe <[REDACTED]>

To: Stephanie Stewart <[REDACTED]>

Sent: Thursday, April 12, 2012 7:38 PM

Subject: Re: POL 100-142 Midterm Exam Extra Credit

Hi Stephanie,

Your extra credit was received!

Erin

-----Stephanie Stewart mailto:[REDACTED] wrote: -----

To: mailto:[REDACTED]

From: Stephanie Stewart mailto:[REDACTED]

Date: 04/11/2012 01:39PM

Subject: POL 100-142 Midterm Exam Extra Credit

Hi Erin

I have attached the midterm extra credit assignment. If you can, please confirm that you recieved it on time. I am currently reading the Dahl chapters. If I have any questions I will email them to you.

Thank you once again for accomodating me during my pregnancy, it really means a lot.

Enjoy the rest of your spring break

Best,

- Stephanie Stewart

[attachment "POL 100-142 Midterm Extra Credit.docx" removed by Erin Heidt-Forsythe/ADJ/MB/BMCCNET]

----- Forwarded Message -----

From: Peter Hollerbach <[REDACTED]>
To: Stewart <[REDACTED]>
Sent: Thursday, May 3, 2012 1:40 PM
Subject: Re: Fwd: MUS 108-121 (Music Paper)

Ms. Stewart,

I'm in receipt of your term paper and it looks terrific. Connecting the idea of "cipher" to the ring shout is a deft interpretive move and shows great insight (as is the idea of Jay-Z as a contemporary griot). Nice!

Also, I'd mention Jay-Z's collaboration with Punjabi MC on "Beware of The Boys" (Mundian To Bach Ke), a bhangra re-mix that illustrates an expression of cross-cultural solidarity with other people of color with histories of oppression (in this case, India by way of London).
"Big Pimpin'" showed his earlier interest in this music as well.

I would recommend elaborating on the concept of "social capital" (google "Pierre Bourdieu"), so that the reader knows what it means.

Grammatically, check possessives (e.g., ones; one's; etc.). And, contractions (e.g., don't; doesn't; isn't) are normally disallowed in formal writing; rather, use do not; does not; is not; etc.).

Good stuff!
Peter Hollerbach, Ph.D.
Associate Professor of Music
Music and Art Department
CUNY/BMCC

No sound is innocent

-----Stewart <[REDACTED]> wrote: -----

To: "[REDACTED]" <[REDACTED]>
From: Stewart <[REDACTED]>
Date: 05/02/2012 08:53PM
Subject: Fwd: MUS 108-121 (Music Paper)

Good Evening Professor

Can you please confirm that you received my Music paper.

Thank you

Tsholofelo Stephanie Stewart

Begin forwarded message:

From: Stephanie Stewart <[REDACTED]>
Date: April 26, 2012 11:08:22 PM EDT
To: "[REDACTED]" <[REDACTED]>
Subject: MUS 108-121 (Music Paper)
Reply-To: Stephanie Stewart <[REDACTED]>

Good Evening Professor.

I have attached my Music paper. I know its only due on May 23rd, but since I am on maternity leave I thought it be best to complete it and hand it in now before my baby arrives. When you get the chance, can you please confirm that you received my paper since I will be absent from class for a while. In the meantime I am keeping up with the syllabus with the help of a class mate.

Thank you once again for accommodating me during my pregnancy, it really means a lot. I haven't given birth yet so at this point its simply a waiting game, but my husband and I are very excited.

Kind Regards,

Tsholofelo Stephanie Stewart

----- Forwarded Message -----

From: Erin Heidt-Forsythe <[REDACTED]>
To: Stephanie Stewart <[REDACTED]>
Sent: Tuesday, May 15, 2012 8:35 PM
Subject: Re: Pol 100-142: class notes (Thank You)

Dear Stephanie,

Congratulations on the baby boy--that is wonderful news! I hope mom and baby are doing well. I look forward to seeing you on Friday--remember, we will be meeting in the Murray St Building (Room 1113). See you then.

Erin

-----Stephanie Stewart [mailto:\[REDACTED\]](mailto:[REDACTED]) wrote: -----

To: Erin Heidt-Forsythe [mailto:\[REDACTED\]](mailto:[REDACTED])
From: Stephanie Stewart [mailto:\[REDACTED\]](mailto:[REDACTED])
Date: 05/15/2012 05:51PM
Subject: Re: Pol 100-142: class notes (Thank You)

Hi Erin,

Thank you so much for all the chapters and for the exam review. Your truly the best!!
Also I did give birth and God has blessed me with a handsome, healthy baby boy.

See you on friday.

- Stephanie Stewart

From: Erin Heidt-Forsythe [mailto:\[REDACTED\]](mailto:[REDACTED])
To: Stewart [mailto:\[REDACTED\]](mailto:[REDACTED])
Sent: Friday, May 11, 2012 9:13 AM
Subject: Re: Pol 100-142: class notes

Hi Stephanie,

I hope you are doing well. I have attached some class materials for you, as we haven't been in touch in a week or so.

- (1) Notes for Chapters 4--8
- (2) Quizzes
- (3) Extra Credit
- (4) Review Sheet for Exam

Please note that I have decided to omit Chapters 7 and 8 from the final exam. Also, the final exam is May 18th.

If you have any questions, please let me know!

Erin

-----Stewart [mailto:\[REDACTED\]](mailto:[REDACTED]) wrote: -----
| **To:** [mailto:\[REDACTED\]](mailto:[REDACTED])

From: Stewart <mailto:> [REDACTED]
Date: 05/01/2012 10:10PM
Subject: Pol 100-142: class notes

Hi Erin

It's Stephanie. I still haven't given birth as of yet and am now 3 days past my due date which is normal. I am however on bed rest.

When you get a chance can you please email me the next chapters you've covered thus far in class after chapter 3. Your last notes were very helpful.

Thank you!

Exhibit E

BOROUGH OF MANHATTAN COMMUNITY COLLEGE

City University of New York

Department of Social Science

Course Title: Roles of Women in a Changing World **Class Hours:** Mondays 11:00 to 1:45PM
Ant 210 Section 141WI Classroom: S-630

Semester: Spring 2012

Instructor Information: Professor Patricia Mathews- Salazar

Office: Center for Ethnic Studies S-642;
Social Science Dept N-619

Office phone: 212-220-1370; 212-220-1221 [direct]

Email address: [REDACTED]

Office Hours: M 9:30AM to 10:45AM; T 1:15 to 2:15 PM; W 1:00 to 1:45

Classroom Sessions: S-630

Basic Skills: ENG 088, ESL 062, ACR 094

Course Description:

This course introduces students to the discussion and understanding of the changing roles of women across cultures and throughout history. We will trace the origins of division of labor in human societies with a special overview of the last two centuries, after the industrial revolution. The course is based on lectures, films, readings and discussions of various approaches to the understanding of women's roles and activities in the world today. We present a historical overview of the women's movement but the emphasis will be placed on contemporary cultures from both western and other societies.

Required Textbooks:

Lucinda Joy Peach. 1998. Women in Culture. A Women's Studies Anthology. Wiley -Blackwell. ISBN# 978-1557866493 [This book will be necessary to have from the beginning until the end of the semester. It is your required textbook].

Guerrilla Girls. 2003. Bitches, Bimbos, and Ball-breakers. Penguin Books (Non-Classics). [ISBN# 978-0142001011]

Katherine Dettwyler. 1994. Dancing Skeletons. Life and Death in West Africa. Waveland Press. [ISBN#978-0881337488]. This is a required reading that you will need after Week 4]

Recommended Readings:

[Students must obtain ONE of the following readings by WEEK Three]

Paul Farmer. 2008. From Outrage to Courage: Women Taking Action for Sex and Justice. Comon Courage Press. [ISBN# 978-1567513905].

Sharlene Hesse-Biber and Gregg Lee Carter. 2004. Working Women in America. Split Dreams. Oxford University Press. [ISBN# 978-0195150476]

Chandra Mohanty. 1991. Third World Women and the Politics of Feminism. Indiana University Press. [ISBN#978-0253206329]

Toni Seeger. 2010. State of the Women in the World Atlas. Penguin Books.

Marjorie Shostak. 2000. !Nisa. The Life and Words of a !Kung Woman. Harvard U. Press. [ISBN#978-0674004320]

THIS IS A WRITING INTENSIVE CLASS.

What makes this course a Writing Intensive Course?

This is a Writing Intensive course that fulfills the WI requirement for graduation. Writing intensive courses pay special attention to developing critical reading, writing, and analytic skills to prepare students for college-level coursework in general. Both informal and formal writing will be designed to maximize your understanding of the subject matter. Formal writing assignments, at least 10-12 pages total, account for a significant portion of your grade and will include opportunities for revision.

Student Learning Outcomes:

1. Student will be able to complete (a) formal writing assignment(s) of at least 10-12 pages in length that has/have gone through the revision process (e.g. research paper, content-related report, essay.)
2. Student will be able to generate pieces of informal writing in response to a variety of prompts, concepts, situations or reading assignments.
3. Student will be able to explain biological and cultural differences between women and men, roots of inequality in historical and geographic perspective.

Measurements:

Examples of student papers

Examples of student writing

Tests, research paper, presentations.

General Education Learning Outcomes:

Communication Skills- Students will be able to write, read, listen and aspeak critically and effectively

Measurements:

research paper and presentation

Social and Behavioral Sciences -Students will be able to apply the concepts and methos of the social sciences.

in-class assignments, essays
quizzes, tests.

Ars & the Humanities- Students will be able to develop knowledge and understanding of the arts and literature through critiques of works or art, film, music and literature.

class assignments

Information & Technology Literacy- Students will be able to collect, evaluate and interpret information and effectively use information technologies.

Blackboard exercises;
internet research

Values- Students will be able to make informed choices based on an understanding of personal values, human diversity, multicultural

class discussion, group work
assignments

awareness and social responsibility.

Use of Technology:

We will have meetings in the computer lab for assignments based on the readings due on that day. We will also keep a discussion on Blackboard. PLEASE MAKE SURE YOU HAVE AN ACTIVE BLACKBOARD ACCOUNT AND BMCC email. If you don't, you must take care of this as soon as possible.

College Attendance Policy:

At BMCC, the maximum number of absences is limited to one more hour than the number of hours a class meets in one week. For example, you may be enrolled in a four-hour class that meets four times per week. You are allowed 5 hours of absence (not 5 days). In the case of excessive absences, the instructor has the option to lower the grade or assign an F or WU grade. Lateness is also marked if you arrive after 5 minutes. Students who arrive after 15 minutes will not be marked present.

Academic Adjustments for Students with Disabilities:

Students with disabilities who require reasonable accommodations or academic adjustments for this course must contact the Office of Services for Students with Disabilities. BMCC is committed to providing equal access to all programs and curricula to all students.

BMCC Policy on Plagiarism and Academic Integrity Statement:

Plagiarism is the presentation of someone else's ideas, words or artistic, scientific, or technical work as one's own creation. Using the idea or work of another is permissible only when the original author is identified. Paraphrasing and summarizing, as well as direct quotations require citations to the original source. Plagiarism may be intentional or unintentional. Lack of dishonest intent does not necessarily absolve a student of responsibility for plagiarism.

Students who are unsure how and when to provide documentation are advised to consult with their instructors. The library has guides designed to help students to appropriately identify a cited work. The full policy can be found on BMCC's web site, www.bmcc.cuny.edu

Evaluation & Requirements of Students:

Attendance and Participation	25%
Research Paper & Presentation	25%
Assignments--Portfolio	25%
Tests [3 tests & 1 Final]	25%

NO MAKE-UPS

I DROP THE LOWEST TEST AND AT LEAST ONE ASSIGNMENT GRADES

Outline of Topics

Week One: M 1/30

Introduction. A Brief History [and Geography] of Working Women.
Peach, Introduction, Chapter 1

Week Two: M 2/6

An Overview of Women's Movements

Hesse-Biber, Chapter 1, 2 [ER]

www.unicef.org

www.un.org

Choose Your Topic (based on one of the recommended books list on syllabus)

Week Three: M 2/13 LINCOLN BIRTHDAY. COLLEGE CLOSED

Week Four: M 2/20 PRESIDENT'S BIRTHDAY. COLLEGE CLOSED; T 2/21 CLASSES
FOLLOW A MONDAY SCHEDULE

Sex and Gender. Some Theoretical Concerns

Ortner, p.23; Cole, p. 63 In: Peach.

<http://www.ssc.wisc.edu/ssw/> (society for the scientific study of sexuality (ssss))

The Human Sexes-- Episode 1

TEST #1

Week Five: M 2/27

Sex Roles and Socialization

Hesse-Biber, Ch 4

Elizabeth Fernea and Robert A. Fernea. "Symbolizing Roles" Behind the Veil" In: Spradley & McCurdy pp. 253-260

Ernestine Friedl. "Society and Sex Roles." In: Spradley & McCurdy pp. 261-269.

Domestic Violence Workshop –Ms Deborah Parker, Director of the Women's Center

Week Six: M 3/5

Women's Realms: Kinship and Family

Peach, pp. 223

Hesse-Biber Chapter 3

Margery Wolf. "Uterine Families and the Women's Community" In: Spradley & McCurdy pp. 241-247 [ER]

Film: *N!ai. The Story of a !Kung Woman.*

Week Seven: M 3/12

Marriage & Motherhood

Dettwyler, Katherine. Dancing Skeletons. First 3 chapters.

Scheper-Hughes, Nancy. "Mother's Love: Death Without Weeping" In: Spradley and McCurdy, pp. 217-226.

Lu Yuan and Sam Mitchell "Matrilineal Kinship: Walking Marriage in China." In: Spradley & McCurdy pp. 235-240

<http://rbhatnagar.ecccs.uc.edu> (dowry deaths by Partha Banerjee –Albany University)

Film: *Strange Relations*

TEST #2

Week Eight: M 3/19

Gender Inequality: Considerations on Race, Ethnicity and Class

Dettwyler, Katherine. Rest of book.

Tannen, Deborah. "Conversation In Style: Talking on the Job" In: Spradley & McCurdy, pp 95-103.

Sen, Amartya. "Women's Agency and Social Change." In Development As Freedom, Ch 8.

<http://www.echonyc.com/~jmkm/wotw/> (formal laws and policies affecting women's reproductive lives)

<http://www.voiceofwomen.com/articles.html> (voices of women article library)

Internet exercise: women and voting (handout will be given in class for group exercise).

Activity: "*In the Time of the Butterflies*." Discussion with Ms. D. Parker, Women's Center

Week Nine: M 3/26

Sex, Sexism, Sexual Harassment, and Sexual Abuse

Peach pp. 283-356

Week Ten: M 4/2

Fashion, Beauty and Identity

Peach, Chapter 6: pp. 171-219

INDIVIDUAL PRESENTATIONS START

SPRING BREAK FROM APRIL 6-15

Week Eleven: M 4/16

Women and Popular Culture

Peach, part II pp. 117-165

TEST #3

Week Twelve: M 4/23

Week Thirteen: M 4/30

Women and the Supernatural: From Witchcraft to Wiccan

Few, Martha. Women Who Live Evil Lives, excerpts.

Week Fourteen: M 5/7

Migration and Transnationalism

<http://www1.shore.net/~india/bin/mfs/01/jsaws/index.htm>

Movie: 'Missing Woman' Human Rights Watch

Week Fifteen: M 5/14

CONCLUSIONS: What are Women's Roles Here/Today?

Guerrilla Girls

Women State of the World Atlas
Final Presentations

W 5/16 READING DAY

M 5/21 FINAL EXAM

Exhibit F

----- Forwarded Message -----

From: Patricia Mathews-Salazar <[REDACTED]>

To: Stephanie Stewart <[REDACTED]>

Cc: [REDACTED] Mary A Quezada [REDACTED]
[REDACTED]

Sent: Monday, March 19, 2012 2:06 PM

Subject: Re: (ANT 210-111) Complaint Letter from Out-in-Two Scholarship Recipient

Good afternoon everybody,

Thank you for including me in the letter. I had already sent an academic warning due to the conversation I had with Ms Stewart last Monday. I couldn't give her a copy today since she left before I notice, when I was reviewing the work with other students.

I understand has been a good student, and it is disconcerting for me to see why she could not accept any of my policies, as I can show from the written questions I have asked. I informed Ms Stewart that I had documented all these incidents from the first day of classes, so I am not surprised that she takes this initiative to write to you.

My course policy clearly states that I will not take Make Up Exams. What I do is I drop the lowest test grade in the class. Every student in my class understands this, and this has worked very well through the years and I will continue to use it, allowing students to drop the lowest test grade.

I don't have any problem with Ms Stewart's punctuality, or even with disagreement on my course policy. What I find disconcerting, is that rather than admitting her irritation or distress, she reverts it by saying that it is probably my cultural problems that are hierarchical.

I realize this student is pregnant, and maybe for this reason she doesn't realize that at some point she should discuss these issues with me outside the class. I have told her that she can come see me in my office hours but that I am sorry, I will not change my course policy just because she finds it inconvenient. If this is too distressing for her, she can take a different course.

Please let me know if you have any concerns that I should address about this issue.

Sincerely,

Patricia Mathews-Salazar
Professor of Anthropology
Director, Center for Ethnic Studies
BMCC- CUNY
199 Chambers St. S-642
New York, NY 10007
(212) 220-1221
[REDACTED]

From: Stephanie Stewart [REDACTED]
To: Mary A Quezada [REDACTED]
Cc: [REDACTED], [REDACTED], Patricia Mathews- Salazar
Date: 03/19/2012 01:53 PM
Subject: (ANT 210-111) Complaint Letter from Out-in-Two Scholarship Recipient

Good Afternoon

Ms. Tiffany James (Student Conduct Advisor), Mrs. Mary Quezada (Student Advisor/Out-in-Two Scholarship Coordinator) and Dean Erwin Wong.

I am kindly requesting your intervention with the following matter concerning myself, as an Out-in-Two Scholarship Recipient, and my Anthropology Lecturer Patricia Mathews-Salazar. By me following the chain of command with your respective titles, I hope with your insight you can help resolve this matter.

On the first day of class on January 30, Prof. Mathews gave us an introduction to the course which included a break down of the syllabus and class policies. When discussing her class policy she mentioned that she does not give make ups for anything including tests and assignments. I then raised my hand and asked her if this included students that had an unforeseen emergency and she said yes. I then asked: "even if the student has legal documentation to justify their absence?" and she said yes. I further asked for clarification: "does this include hospitalization accompanied with legal medical documentation?" and she said yes and continued with the lecture. I asked this bearing in mind that for some students that make up could mean the difference between passing or failing the course.

Since my question during class was general, I decided to write Prof. Mathews an email on February 16 to inform her that I am pregnant (in the latter phase of my third trimester) and that my hospitalization is inevitable and unpredictable. With this in mind I asked her if it was possible for me to make up a test or assignment if it was given during the time period I would be giving birth and recovering, and that I would provide her with all the legal medical documents as corresponding evidence, yet she still declined and again reinforced her no make up policy. As Prof. Mathews mentioned on her email, I should not try to have more than one emergency, yet emergencies in their nature are unpredictable, unplanned and unpreventable. If this is the case, and I presumably have more than 1 emergency accompanied with legal documentation as justification, then according to Prof. Mathew's policy, this means that my course grade will automatically depreciate. Nevertheless after Prof. Mathews responded to my email, I did not reply and simply let the issue be and pursued it no further. (I have attached our email conversation below for your review.)

On March 12 during class Prof. Mathews was checking each student's homework individually. We had 3 separate homework items she was checking. When she came to check mine I showed her that I had done only 2 out of the 3 homework assignments. I then showed her that the reason why I couldn't do the 3rd was because the document I had downloaded from blackboard onto my flash drive (which she attached on blackboard) was missing the homework section. I showed her this on the computer as evidence to prove I wasn't lying and to show her that there is no way I could change a PDF document and if we could somehow solve the issue. Yet she insisted that she would not give me credit for the homework and said that we seem to be having a communication problem and she needs to talk to me after class. She left my desk and continued with the lecture. After class Prof. Mathews said that she could see I was getting annoyed. I told her I wasn't annoyed at all and that her assumption was incorrect. She then said that since the beginning of class I seem to have had a problem with her policy (of no make ups) and that I shouldn't be rude in class and challenge her. I again said that I have never been rude during class and all I did was ask her that one question and that my class mates can bare witness to that. Then her tone changed and she continued by saying, then it seems our lack of communication must be a cultural issue. I was offended and said that my question had nothing to do with culture. She again interjected and said she will not change her policy under any circumstances. Then she threatened me with an ultimatum by saying if I don't like her policy I should leave her class and drop the

course and thereafter she left me abruptly.

As of date I have been punctual, I have gladly participated and have done my homework for every class that Prof. Mathews has taught (my class mates can bare witness). For me to be threatened that I should drop the course and be denied my education is completely unjustifiable.

As of now I have informed each of my other four lecturers about my pregnancy situation and all four did mention that yes, they too do not generally give make ups for anything without a legitimate reason, however since my situation is legitimate, they gladly said they would accommodate my situation when the time came, so that I could make up whatever I missed, provided that I show them my corresponding legal medical documents so that my grades would not be compromised. I also reassured them that I would attend class regularly keeping up with my work until my delivery. You are all more than welcome to contact them for your own confirmation.

I am a dedicated student who takes my education very seriously and I am a BMCC Out-in-Two Scholarship Recipient. With all honesty, I feel that Prof. Mathews is discriminating against me because I am pregnant and is violating my due process, yet I find it ironic because she is a qualified Professor of Anthropology specializing in Women's Studies. What I have requested of Prof. Mathews is not unreasonable or unheard of especially since all educational institutions accommodate students who have a medical issue (who provide legal medical documentation) or those that have disabilities. With this said, why should I be treated any different? After her threat I feel very uncomfortable attending her class because she has made me feel very unwelcome.

I look forward to your intervention and your resolution on this matter so that I may know my stance. You are all more than welcome to contact me using this email address.

Sincerely,

Tsholofelo Stephanie Stewart

Student #: [REDACTED]

----- Forwarded Message -----

From: Patricia Mathews-Salazar <[REDACTED]>

To: Steph [REDACTED]

Sent: Tuesday, February 21, 2012 6:57 AM

Subject: Re: Fwd: Important Update

Good morning Stephanie,

For some reason, I missed your first email, sorry and thank you for reminding me.

I think I remember your concern when this issue on not giving make up tests came up in class. I will try to explain to you again so you can read it over and hopefully you'll get a clearer idea of my grading policy.

If you miss one test, this is not replaceable with another test [I don't give make ups, as it shows on the course syllabus]. However, you will still have a chance to receive full credit for your test grades since **I will drop ONE test grade**. This means, you need to try to take the tests without thinking you may have an emergency. But if you have one, it will **NOT** hurt your test grade at all. What you must try is NOT to have TWO emergencies. Is this clearer now?

One test is coming up soon as you may notice on the syllabus. I give notice in advance and this may be take home. In this case, since you can read your syllabus, if there is any emergency, you can also submit the test before hand. It will count as long as **it is received by the deadline**.

If you have any further concerns, let me know.

Patricia Mathews-Salazar
Professor of Anthropology
Director, Center for Ethnic Studies
BMCC- CUNY
199 Chambers St. S-642
New York, NY 10007

(212) 220-1221
[REDACTED]

-----Steph <[REDACTED]> wrote: -----
To: [REDACTED]
From: Steph [REDACTED]
Date: 02/20/2012 09:48PM
Subject: Fwd: Important Update

Good evening Professor

I had sent you the bellow written email last week and I have not received a reply from you as of yet. Please read the bellow email. I'll be looking for your reply.

Thank you

Sent from my iPhone

Begin forwarded message:

From: Steph <[REDACTED]>
Date: February 16, 2012 4:38:33 PM EST
To: [REDACTED]
Subject: Update

Good Afternoon Professor Salazar

I am a student in your Ant 210-111 class. I would like to inform you that I am currently pregnant and am in my third trimester, but as you may know labor is unpredictable. However I am asking that if it just so happens that I am admitted into the hospital on a day that you give a test can I still be granted the chance to write the test. I will provide you with all my medical papers to prove or justify my absence.

In the mean time I will attend class regularly and will take responsibility to catch up any work missed during my admission in the hospital.

This is an exciting and blessed time in my life and I thought it be best that I inform you about my situation well in advance.

Sincerely,
Tsholofelo Stephanie Stewart

Sent from my iPhone

Exhibit G

----- Forwarded Message -----

From: Patricia Mathews-Salazar <[REDACTED]>
To: Steph <[REDACTED]>
Sent: Tuesday, February 21, 2012 9:55 PM
Subject: Re: Ant 210-111

Sorry that we are having problems communicating from so early. I have repeatedly mentioned this in class. I will reiterate this when we meet next time.

Patricia Mathews-Salazar
Professor of Anthropology
Director, Center for Ethnic Studies
BMCC- CUNY
199 Chambers St. S-642
New York, NY 10007
(212) 220-1221
[REDACTED]

-----Steph <[REDACTED]> wrote:-----
To: Patricia Mathews-Salazar <[REDACTED]>
From: Steph <[REDACTED]>
Date: 02/21/2012 07:02PM
Subject: Re: Ant 210-111

Actually Prof i emailed the homework out of my own initiative as I thought it was only right since I knew there was homework due for today's class which I could not attend. As far as understanding you're course policy i am not aware of a time deadline for homework, tests yes but homework no. I reviewed the entire course schedule you gave us and no where on that paper does it mention anything about a deadline for homework and that it should be handed in before 11am, nor was this mentioned on blackboard. The only policy's stated on the class schedule are the standard BMCC policy's that every class implements, but any policy's pertaining to your individual class I see none.

With this said I don't see how my homework can only count for participation and be completely disregarded for marks. If it was not handed in period, yes then it only makes sense to disregard it.

Sent from my iPhone

On Feb 21, 2012, at 12:03 PM, Patricia Mathews-Salazar <[REDACTED]> wrote:
No need for hard copy. I got it but it's late [deadline was 11am]. I'll still keep it so it counts towards your participation. Glad you understand the course and attendance policy. Please note there is a test. Submitting it on time is the only way you will get credit for it.

Patricia Mathews-Salazar

Professor of Anthropology
Director, Center for Ethnic Studies
BMCC- CUNY
199 Chambers St. S-642
New York, NY 10007
(212) 220-1221

-----Stephanie Stewart <[REDACTED]> wrote: -----

To: [REDACTED]
From: Stephanie Stewart <[REDACTED]>
Date: 02/21/2012 11:47AM
Subject: Ant 210-111

Good day Prof Mathews

Due to the schedule change of classes I was unable to attend class because I was unable to take off from work+dr's visit. I am aware that our homework is due today so I have attached my homework for today's class. I will bring you a hard copy when we meet next class. I'll also email a class mate to find out on what I have missed.

Thank You and have a good day

- Stephanie Stewart

(See attached file: ANT Homework 2.docx)

[attachment "ANT Homework 2.docx" removed by Patricia Mathews-Salazar/FAC/MB/BMCCNET]

Exhibit H



Stewart

REGISTRAR'S OFFICE 5-310 TEL 212-224-1241

WITHDRAWAL FORM

"W" 8/28/12 (PLEASE PRINT ALL ENTRIES)

LAST NAME Stewart FIRST NAME Tsholotelo

SOCIAL SECURITY NUMBER [REDACTED]

STAMP DATE

DEPARTMENT (EXAMPLE: ACC, BIO)	COURSE NUMBER (EXAMPLE: 100, 200)	SECTION NUMBER (EXAMPLE: 811, 921)
ANT	BIO	111

NOTE: THERE MAY BE FINANCIAL AID AND/OR ACADEMIC CONSEQUENCES OF YOUR WITHDRAWAL. YOU MAY WISH TO CONSULT WITH YOUR INSTRUCTOR, ADVISOR OR COUNSELOR PRIOR TO WITHDRAWAL.

March 21, 2012

STUDENT'S SIGNATURE Stewart

DATE

R.O. INITIALS

2012 MAR 21 PM 4:56

Exhibit I

BOROUGH OF MANHATTAN COMMUNITY COLLEGE

SPRING 2012 ACADEMIC CALENDAR

January 20	Friday	Registration
January 23-26	Monday - Thursday	Registration
January 26	Thursday	Last day to drop with 100% tuition refund
January 27	Friday	Classes begin
February 1	Wednesday	Priority deadline for CUNY transfer application
February 2	Thursday	Last day to drop with 75% tuition refund
February 2	Thursday	Last day to add / change a class
February 9	Thursday	Last day to drop with 50% tuition refund
February 13	Monday	Lincoln's Birthday Observed- COLLEGE CLOSED- NO CLASSES
February 16	Thursday	Last day to drop with 25% tuition refund
February 16	Thursday	Last day to drop a course so that it does not appear on student's transcript
February 17	Friday	Course withdrawal period begins (A grade of "W" is assigned to students who officially withdraw from a class)
February 20	Monday	President's Day- COLLEGE CLOSED- NO CLASSES
February 21	Tuesday	Classes follow Monday schedule
February 24	Friday	Last day to file for June graduation
March 15	Thursday	Deadline for completion of INC grade from Fall and Winter
April 6-15	Friday - Sunday	Spring Recess- NO CLASSES- COLLEGE OFFICES ARE OPEN
April 19	Thursday	Last day to withdraw with a grade of "W"
April 24	Tuesday	Student Faculty Evaluations distributed
May 13	Sunday	Student Faculty Evaluations due
May 15	Tuesday	Last day of classes
May 16	Wednesday	Reading Day
May 17-23	Thursday - Wednesday	Final Examinations
May 24	Thursday	Final exam make up day (if needed, due to weather conditions)
May 28	Monday	Memorial Day- COLLEGE CLOSED- NO CLASSES
May 29	Tuesday	Honors Convocation
June 1	Friday	Commencement

Exhibit J

[Academics Home](#)[Departments](#)[Programs](#)[Course Schedule](#)[Course Catalog](#)[Learning Options](#)[Honors and Awards](#)[Rules and Regulations](#)*Next Step for Prospective Students:***Visit Admissions**

- [Learn more about BMCC](#)
- [Visit the Campus](#)
- [Apply Online](#)

Grading Policies

Withdrawal From The College

For any reason, if you do not wish to continue your studies at BMCC, obtain and file the official "Withdrawal From Class(es)" forms with the Registrar's Office.

DO NOT DROP OUT OR WITHDRAW FROM CLASSES WITHOUT FILING THE APPROPRIATE FORM

If you unofficially withdraw, you will receive a "WU" or "F" grade which is computed in your cumulative grade-point average as "F." The date the form is filed is the official withdrawal date, not the day you stop attending classes.

You have until the tenth week of classes to officially withdraw from the College with a "W" or "WF" grade. After the tenth week, withdrawal from the College will not be accepted. Students who completely withdraw from the College will not be eligible for TAP or STAP the following semester.

Rules and Regulations for the Maintenance of Public Order Pursuant to Article 129-A of the Education Law

GRADING POLICIES

- Absences
- Class Attendance
- Lateness
- Grading System
- Grade-Point Average (GPA)
- F/C- and Lower Grade Policy
- Appeal of Grades
- Repeating Courses (completed with a C or better)
- Academic Standing
- Transcripts of Academic Record
- Graduation Requirements
- Transfer For Further Education
- Withdrawal from the College

- [Directions](#)
- [Interactive Neighborhood Map](#)
- [3D Map](#)
- [Floor Plan Map](#)

Exhibit K

Borough of Manhattan Community College
OUT-IN-TWO SCHOLARSHIP
Contract Agreement

- I am a first time freshman (not a transfer student)
- I have earned 15 real degree credits and have a minimum GPA of 3.0 in my first semester (exclusive of incomplete grades)
- I will complete my Associate Degree at BMCC, **and then** transfer to a senior college
- I will complete all remedial requirements (if applicable) **BEFORE** earning 21 degree credits
- I will graduate within 4 consecutive fall and spring semesters from my date of entry into BMCC
- I will maintain a minimum GPA of 3.0 each semester throughout the program
- I will have each semester schedule approved by the Out-In-Two Coordinator prior to registration, and commit to the schedule the Coordinator puts forth
- I will not change or withdraw from any courses or register without the approval of the Coordinator - any unauthorized changes will automatically withdraw me from the scholarship program
- I will inform the Coordinator of any contact changes as they occur (ex. Phone number, email, and mailing address)
- I will volunteer to assist the BMCC Freshman Assembly program in either August or January as well as participate in at least one service learning program

I HAVE READ AND UNDERSTAND THE TERMS AND CONDITIONS LISTED ABOVE, AND KNOW THAT FAILURE TO COMPLY WITH ANY OF THE ABOVE FORFEITS MY SCHOLARSHIP AUTOMATICALLY.

Scholar's Name:

Therese Stephanie Stenard

Phone #:

646 - 571 2244

Email Address:

stephanie.stenard3248@gmail.com

Scholar's Signature:

Therese Stenard

Date: 10/11/12

Program Coordinator's
Signature:

Mary Gogoda

Date: 3/12/12

Exhibit L

----- Forwarded Message -----

From: Stephanie Stewart [REDACTED]

To: Mary A Quezada [REDACTED]

Cc: [REDACTED]; [REDACTED]

Sent: Monday, April 30, 2012 12:52 PM

Subject: IMPORTANT NOTICE: (Out-in-Two Scholar recipient)

Good Afternoon,

Mrs. Mary Quezada (Student Adviser/Out-in-Two Scholarship Coordinator), Dean Erwin Wong and Ms. Tiffany James (Student Conduct Adviser)

Thank you for honoring and acknowledging me as being one of eight students chosen for the 2012 BMCC Out-in-Two scholarship program, however as of today I have decided to formally remove myself from being affiliated with the BMCC Out-in-Two scholarship program for the following reasons:

1) After my pursuit in wanting help from you concerning Prof. Patricia Salazar-Mathews and her unwillingness to accommodate my educational right to continue in participating with my course during my pregnancy, I was told that due to her professional title there was nothing that could be done to resolve the matter. With that said I was forced to drop my course, which has only delayed my educational progress by loss of credits, wasted my tuition as well as wasted all the effort I had put into the course which I had already attended half way through the semester. Yet none of these factors were considered even though the scholarship's main prerogative is to make sure that a recipients academic progress is not affected nor delayed.

What makes matters even worse is that Prof. Mathews unwillingness to accommodate me during my pregnancy in order for me to participate in completing the course is legally wrong according to the United States Education law of pregnancy discrimination Title IX as well as the Human Rights Sex/Pregnancy Discrimination Laws. Also legally pregnancy should be treated as a temporary disability, according to the United States Law, so if that's the case there is no justification for Prof. Mathews to deny me continuing my education. No one is above the law irrespective of their 'professional title' or class policy that does not abide by the law. How BMCC can condone and accept this type of illegal activity is worrisome. Nevertheless this is why I am currently in legal proceedings regarding Prof. Mathews.

2) After I voiced my complaint to you via email, Prof. Mathews immediately retaliated against me by filing a fraudulent and false academic warning against me on March 19 to intimidate me by tarnishing my good academic reputation and my character. I was told to see Prof Blake to defend my integrity and after he viewed and analyzed all my evidence it was determined that my academic warning was based on false accusations. This type of retaliation based on me making a valid and formal complaint is once again illegal according to the United States Education Law of Title IX and Human Rights Laws. If this is what Professors, such as Prof. Mathews, at BMCC are condoned to do with no repercussions, then once again, this is very worrisome. Prof Blake was himself baffled at how no one came to my defense even after I sought help and how such a simple matter like this was not able to be resolved where it escalated to this point, considering the fact that I am the

type of student who gives BMCC a good name due to my top academic performance.

This entire situation was completely unfair and prejudice and the manner in which I was treated and the manner in which my situation was handled was extremely disappointing. I sincerely hope that in future, if an Out-in-Two scholar recipient goes through an ordeal of this nature which will affect their education, someone will come to their defense and do what's legally right especially since they have done nothing but uphold the BMCC name and reputation.

Throughout this entire ordeal I have maintained my integrity and maintained my academic grades through hard work and determination and with the help of my other professors who have graciously and respectfully accommodated me to continue my course, during my pregnancy without favoritism, but out of sheer understanding that by law every student is entitled to an education irrespective of what their background or disability (temporary or permanent) may be.

Also through God's blessing I have been awarded a full NYU scholarship due to my academic performance which shall be effective once I graduate next year from BMCC. This NYU scholarship is a blessing to me and has only shown me that there is a rainbow after every storm.

Once again thank you for your time and consideration as a 2012 scholarship recipient.

Sincerely,
Tsholofelo Stephanie Stewart

CC: Senior Vice President Sadie Bragg

Exhibit M

May 23, 2012

Dear Senior Vice President Sadie Bragg

I am a BMCC 2012 Out-in-Two Scholar.

I had recently had a problem during this 2012 Spring semester. Out of respect to you since you are the head of the scholarship program I wanted to inform you of it.

I had followed the chain of command to solve the problem through my scholarship co-ordinator Mary Quezada and Dean Wong, but unfortunately to no avail. This has resulted in me dropping one of my courses because Prof. Patricia Salazar Mathews would not accommodate me in continuing with my course during my pregnancy. I have also in turn decided not to be affiliated with the Scholarship program as a result even though I still qualify.

I know that you are busy, and I respect that. I have included an attachment of emails for you to review in order for you to understand my problem and where my decision stems from. I have numbered each email in numerical order so that it is easy for you to follow.

Thank you once again for bestowing on me the honor of being BMCC's 2012 Scholarship recipient.

Sincerely,

Tsholofelo Stephanie Stewart



Exhibit N



Borough of Manhattan Community College

Academic Warning Form

Issues related to aggressive and/or disruptive classroom behavior should be reported on the Student Affairs Assistance Form available in the office of Student Affairs (S343).

The purpose of this assessment is to inform you of your academic progress in the course listed below.

Student Name: Tsholofelo STEWART

Student ID (last four digits): [REDACTED]

Course (code and section): Ant 210 1111

Instructor: Patricia Mathews

Semester/Year: SPRING 2012

Department: SOC SCIENCE

Academic Progress Report

Your current grade for this course is: ☐ Poor ☐ Failing

You must improve your performance regarding the following (check all that apply):

☐ Quizzes/Tests

☐ Group Work/Presentations

☒ Assignments (All Assignments Completed)

☐ Class Participation

☒ Classroom Behavior

☐ Attendance

☐ Punctuality

☐ Other attitude towards instructor

Recommended areas for improvement

I recommend that you address the following area(s) (check all that apply):

☐ Comprehension of subject matter

☐ Presentation skills (generating outlines, performance anxiety, pronunciation, etc.)

☐ Writing skills (research, grammar, organization, referencing, etc.)

☐ Study skills (test anxiety, test-taking, note-taking, etc.)

☐ Language skills (fluency in English, speaking skills, etc.)

☐ Computer skills (Microsoft Office, Blackboard, Internet, etc.)

☐ Reading skills (comprehension, critical reading, etc.)

☐ Other RESPECT for faculty

☐ Quantitative skills (math concepts, calculations, etc.)

☐ Other Understanding & acceptance of course policy

- Attention to class instructions

Recommended intervention

Based on our discussion concerning your performance, I recommend that you take the following actions (check all that apply):

	By this date:	Appointment confirmation
<input type="checkbox"/> Attend tutoring (Learning Resource Center, S500)		Attendance Confirmed by tutor Date _____
<input type="checkbox"/> Attend workshops to improve study skills (Learning Resource Center, S500)		Attendance Confirmed by tutor Date _____
<input checked="" type="checkbox"/> Meet with a Counselor in the Counseling Center (S330) regarding <u>this issue.</u> <u>You may contact Professor Jim Blake</u>		Attendance Confirmed by counselor <u>James Blake</u> Date <u>3/27/12</u>

*Student is responsible for bringing this form to the LRC or Counseling Center and having it signed.

**After completion of the appointment, the student MUST return the form to the faculty member.

→ I discussed problems with her but could not give her form

☐ Instructor, please check here to indicate that this form has been discussed with the student.

Instructor signature: Patricia Mathews

Phone ext. 1221 Date: 3/19/11

Instructor: Please give the white copy to the student.

Student signature (optional): _____

Date: _____

Copies: Student (white copy) LRC in Room S500 or Counseling Center in Room S330 (canary copy) Instructor (pink copy)

(another form was sent earlier but lost)

Exhibit O

PANTHER STUDENT INFORMATION SYSTEM

LOGOFF

Session ID: 2303-193

Inquiry for Tsholofelo Stewart

Fall 12 - Spring 12

Counselor: Your Courses

SEMESTER	COURSE	SEC	DESCRIPTION	GRADE	CREDITS	GPA
FALL 12	HED 100 084		HEALTH EDUCATION		2.0	
	==> TUE	08 00	09 40	AM . Room: N410	<==	
	SPN 101 111		SPANISH I		4.0	
	==> MON	11 00	11 50	AM . Room: S509	<==	
	==> TUE THU	11 00	12 40	AM . Room: N555	<==	
SPRING 12	ANT 210 111		ROLES OF WOMEN	W	WI 3.0	3.17
	ENG 201 991		ENGLISH II	B-	3.0	
	MAT 100 123		FUND OF MATH I	B	4.0	
	MUS 108 121		AFRO-AMERICAN MUSIC	A	2.0	
	POL 100 142		AMERICAN GOVERNMENT	B+	3.0	
TOTALS: GPA CREDITS: 27.0 EARNED: 27.0 QPTS: 96.2 GPA: 3.56						

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MENUPREVIOUS
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Exhibit P



Neighborhood Doctors Who Care.TM

03/29/2012

To Whom It May Concern:

The patient Tsholofelo Stephanie Stewart is currently pregnant at 35.5 weeks gestation, with an EDC of April 28, 2012. She is currently under my medical care and may not return to school at this time.

She is requesting temporary medical leave.

If you require additional information please contact the office at [REDACTED]

Sincerely,

Provider: Michael Plakogiannis MD

Date: 03/29/2012