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Re: Conclusion of Ongoing Investigation and Open Campus Meeting Wednesday, May 15

To the John Jay College Community:

I am writing to provide an update on the investigation we launched last year following the receipt of serious allegations of misconduct by certain faculty members, and to inform you of an open meeting for our community that will take place tomorrow, May 15.

The safety and wellbeing of our community is nonnegotiable. There is absolutely no place for sexual harassment or misconduct at John Jay. That's why our community needs to know that I am taking actions to hold individuals accountable who have failed to live up to our standards of conduct. I am also looking forward to working together to build an even stronger community through the [Climate Review](#) process.

I want to thank those who brought forward the complaints that led to this investigation and all those who have participated in the investigation and shared their personal accounts. I also want to thank our community for your patience while the investigators took the time needed to complete their rigorous review under CUNY policies.

Investigation Results

As I shared last fall, when we became aware of the allegations, we notified law enforcement authorities and placed three tenured professors and an adjunct lecturer on administrative leave. We also retained external investigators with expertise in these types of cases to assist us with a thorough and fair investigation into the allegations under [CUNY's Policy on Sexual Misconduct](#).

The investigators contacted and interviewed over 60 witnesses and reviewed an extensive number of documents and emails. In addition, all parties were given the opportunity to present information to the investigators through in-person interviews and the submission of documentary evidence. The investigators have now completed their work and summarized their results. I also received reports regarding the results of John Jay's investigations into other allegations of misconduct that came up during the course of the investigation, including violations of [CUNY's Policy on Drugs and Alcohol](#).

The Manhattan District Attorney's Office has also concluded its separate criminal investigation into the allegations and has informed us that it has decided not to bring any criminal charges.

Next Steps

I have carefully reviewed John Jay's investigation reports under the standards applicable to CUNY policies. Based on the evidence meticulously documented in those reports, I conclude that the professors and adjunct lecturer engaged in unprofessional conduct that is absolutely unacceptable. This conduct violated specific CUNY policies, and it will not be tolerated at John Jay.

I will be initiating disciplinary proceedings seeking to terminate the three professors. This process will be governed by the terms of the collective bargaining agreement between CUNY and the Professional Staff

Congress/CUNY. The professors will continue to be on paid leave, as required under the union contract, but they will be barred from the John Jay campus until the conclusion of the disciplinary process. The adjunct lecturer is no longer teaching at John Jay.

Looking Forward

We will continue to promptly and fairly investigate any allegations of misconduct and hold accountable anyone—without exception—found to violate our policies. We will also continue to provide protective services to anyone reporting a complaint.

There are multiple channels for reporting concerns, and those resources are available [here](#), including the contact information for Gabriela Leal, our full-time Title IX Coordinator in the [Office of Compliance & Diversity](#). We also have confidential counseling and support services available for students in both the [Wellness Center](#) and in the [Women's Center for Gender Justice](#), and for employees through the [CUNY Employee Assistance Program](#). I encourage anyone who has concerns about inappropriate conduct to come forward and seek help. I also remind you that our policies prohibit any retaliation against individuals who come forward to report discrimination, harassment, or misconduct.

As difficult as this process has been, it has provided us with an opportunity to focus on how to improve and strengthen our climate. As I shared last week in an [email](#) and at Town Hall, we have received an [interim update](#) from the external Climate Review team and are awaiting its full report this summer. Once we receive it, I look forward to working with faculty, students, and staff to develop an action plan for implementing the report's recommendations as soon as possible.

Open Meeting

I will be holding an open campus meeting tomorrow, **May 15**, to listen to concerns and answer questions. All members of the John Jay community are invited to attend. It will be held during community hour from **1:40 to 2:55 p.m.** in the **New Building, room L.63**.

Thank you,

Karol V. Mason
President