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TO: John Jay College Community

FROM: Gabriela Leal

Interim Director, Compliance and Diversity

SUBJECT: **Preventing and Reporting Discrimination and Retaliation**

Following up on President Mason's [Reaffirmation of Commitment to Diversity/Equal Opportunity/Affirmative Action](#), I would like to remind you that John Jay College, as an educational institution and an employer, prohibits any act of discrimination and retaliation. Such behavior will not be tolerated and runs contrary to the College's commitment to promoting a respectful and inclusive working and learning environment.

The CUNY Policy on Equal Opportunity and Non-Discrimination applies and protects all members of the College Community.

Under the Policy:

- *Discrimination* is defined as treating an individual differently or less favorably because of his or her race, color, creed, national origin, ethnicity, ancestry, alienage (immigration status), citizenship, religion, age, sex, sexual orientation, gender, gender identity, disability, marital or partnership status, military or veteran status, genetic information, unemployment status, pregnancy, or status as a victim of domestic violence/stalking/sex offenses.
- *Retaliation* is adverse treatment of an individual because he or she made a discrimination complaint, opposed discrimination, or cooperated with an investigation of a discrimination complaint.

What to Do if You Experience Discrimination or Retaliation

I encourage you to reach out to me should you experience any form of discrimination or retaliation. Speaking with me will allow me to answer your questions, address your concerns and discuss the resources available to you. Students, employees, job applicants and visitors can file a discrimination complaint. You are not required to report discrimination through your supervisory chain.

The College can also provide assistance regarding incidents of sexual harassment, sexual assault, intimate partner violence, gender-based harassment or stalking, please see the attached *Important Announcement* dated October 24, 2019.

- **Interim Chief Diversity Officer:** Gabriela Leal, Haaren Hall, Room 622T, (646) 557-4674, galeal@jjay.cuny.edu.

Please consider the following resources for other support:

- **Public Safety:** Diego Redondo, Director of Public Safety & Risk Management, New Building, Room L2.61.00, (212) 237-8524, dredondo@jjay.cuny.edu. Should you feel unsafe on campus, you may also call the Public Safety Emergency number (212) 237-8888 (Ext. 8888 from any John Jay Campus phone)
- **Student Affairs:** Michael Martinez-Sachs, Dean of Students, New Building, Room L.71, (212) 237-8211; msachs@jjay.cuny.edu
- If you are a student and regardless of whether you file a complaint, you can discuss your concerns confidentially with a counselor in the **Counseling Services Center**, New Building, Room L.68.00, (212) 237-8111. For more information visit: <http://www.jjay.cuny.edu/counseling>
Or at the **Women's Center for Gender Justice**, New Building, Room L.67.00, (212) 237-8184; email: womenscenter@jjay.cuny.edu
- The **Office of Human Resources (HR)**, located at BMW Building, 555 West 57th Street, 10th Floor, (212) 237-8514 or (212) 237-8704, can provide employees with information to resolve conflicts not related to discrimination allegations. In addition, they can provide information about the **CUNY Work-life Program** which offers employees supportive confidential resources, such as private counseling, through Deer Oaks. More information can be accessed here: <http://www.jjay.cuny.edu/cuny-employee-assistance-program>. Employees may also contact Deer Oaks directly via this free phone helpline (855)492-3633 and here: <https://www.deeroaks.com/about/>

Additional Information

To learn more about the *CUNY Policy on Equal Opportunity and Non-Discrimination* and to see the College's *Notice of Non-Discrimination*, please visit the **John Jay College Office of Compliance and Diversity website** at <http://www.jjay.cuny.edu/title-ix-and-non-discrimination-compliance>.