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To: The John Jay College Community

Re: Biannual Reaffirmation of Commitment to Diversity, Equal Opportunity,
Non-Discrimination, and Preventing Misconduct

John Jay College thrives because of its diversity. We continually strive to celebrate and maintain an inclusive environment where everyone can learn from each other and fulfill their academic and life dreams. As part of this ongoing work, I write to share an update on our progress implementing the recommendations from the [campus-wide Climate Review](#) and to reaffirm our commitment to upholding the CUNY Policies and Procedures on Sexual Misconduct, Equal Opportunity, and Non-Discrimination.

We've been making progress on a number of recommendations outlined in the [Climate Review report](#) as planned in our [timetable for implementation](#). The volunteer team of faculty, staff, and students drafted a [Values Statement](#) that has now been finalized with broad input from the community and published on our website. We announced the creation of a new Office of Diversity, Equity, Compliance, & Inclusion (DECI) that includes a robust focus on training and prevention, and have launched a [nationwide search](#) for a new vice president to lead this office. You can expect to hear more soon about the schedule for candidate visits to campus this semester. We have also revamped the [Office of Compliance and Diversity website](#) to be much more streamlined and accessible, and to make it easier for anyone visiting the site to find the resources they need. The President's Leadership Council has participated in multi-part training on issues related to diversity, equity, and inclusion, with more to come, and three faculty departments are piloting a similar training among faculty this semester. Human Resources is planning a Summer Professional Development week for all employees, offering training on various EEOC issues.

These new steps are taking place in the context of our unwavering commitment to upholding the CUNY Policies and Procedures on Sexual Misconduct, Equal Opportunity, and Non-Discrimination. The [CUNY Policy on Sexual Misconduct](#) prohibits sexual harassment and other forms of sexual misconduct. It applies to members of the CUNY community as well as visitors who interact with the CUNY community. In addition, the [Equal Opportunity and Non-Discrimination Policy](#) prohibits any form of discrimination on the basis of race, color, creed, national origin, ethnicity (including Italian Americans), ancestry, religion, age, sex, sexual orientation, gender, gender identity, marital status, partnership status, disability, genetic information, alienage, citizenship, military or veteran status, unemployment status, pregnancy, or status as a victim of domestic violence/stalking/sex offenses, or any other legally prohibited basis in accordance with federal, state, and city laws. Both of these policies also prohibit retaliation for reporting or opposing misconduct, or cooperating with an investigation of a complaint.

I strongly encourage any member of our community to come forward and report any concerns they may have. As a reminder, most staff at John Jay and certain faculty members are designated as "responsible" employees who are required to report incidents of misconduct and discrimination under these policies.

There are many resources on campus to [report complaints](#) of inappropriate behavior:

- Please do not hesitate to contact the **Office of Compliance & Diversity** with any concerns or questions about misconduct or discrimination. You can reach Interim Director for Compliance and Diversity and Title IX Coordinator **Gabriela Leal** and Senior Investigator **Robert Kim** in Haaren Hall, Room 622T. Any individual who believes that he or she has experienced sexual misconduct, harassment, or discrimination should immediately contact Ms. Leal at 646-557-4674 or at gleal@jjay.cuny.edu. Additional information and resources can be accessed at www.jjay.cuny.edu/compliance-diversity-office.
- The **Office of Public Safety** is also available to address any concerns that you may have, and is located in NB L2.61.00. Please feel free to directly contact Director of Public Safety **Diego Redondo** at dredondo@jjay.cuny.edu or 212-237-8524.

Confidential support and resources are also available to those who may be affected by such conduct:

- The **Women's Center for Gender Justice** is a place where confidential support is available. Under the new leadership of Director and Associate Professor **Erin Thompson**, the Center is focused on offering programs and support that meet the needs of our students. The Center can be reached at womenscenter@jjay.cuny.edu or 212-237-8184. **Jessica Greenfield, Gender-Based Violence Prevention and Response Advocate**, can be reached at jgreenfield@jjay.cuny.edu or 646-557-4535.
- **The Wellness Center offers a spectrum of services for students, including confidential personal and group counseling, a full-time nurse, health testing, and other resources. They are located in L68.05** and can be reached at counseling@jjay.cuny.edu or **212-237-8111**.
- **Human Resources** can offer employees confidential counseling services through the employee assistance program Deer Oaks. To access the program, please call 855-492-3633 or log in using "cuny" (all lowercase) as your username and password at <https://members.deeroakseap.com/>.

I encourage you to make use of the resources outlined above and participate actively in changing our campus climate for the better. I ask for your continued support to ensure that our College lives up to its mission of justice and that we maintain a working and learning environment that is free from discrimination, sexual harassment, and misconduct.

Sincerely,

Karol V. Mason

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President