



Karol V. Mason
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Re: Reaffirmation of Commitment to Diversity, Equal Opportunity, Non-Discrimination, and Preventing Misconduct

To the John Jay College Community:

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. This work is ongoing, and I stand firm in my commitment to creating a campus culture that promotes safety and respect for everyone in our community.

You will be hearing later this month about the results of the extensive campus Climate Review work we undertook last spring with the help of outside experts. Today, I write to reaffirm our commitment to 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 should immediately contact Ms. Leal at 646-557-4674 or at galeal@jjay.cuny.edu. Additional information and resources can be accessed at <http://www.jjay.cuny.edu/compliance-and-diversity>.
- 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 and we

are committed to re-opening the Center soon this fall. I am pleased to share that a new Center director will be named shortly, and that **Michelle Garcia** has been appointed as the Interim Deputy Director of the Center. Michelle has been at the College since 2014, and was previously at Somos el Futuro in Albany coordinating activities for the Latinx community. Throughout these exciting transitions, **Jessica Greenfield, Gender-Based Violence Prevention and Response Advocate**, will also continue work in the Center. Jessica 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 these resources. And, 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
President

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