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To: The John Jay College Community
Re: Reaffirmation of Commitment to Diversity, Equal Opportunity, Non-Discrimination, and Preventing Misconduct and Update on New Initiatives

Diversity, equity, integrity, justice, respect, learning, and scholarship—these words should resonate with every member of the John Jay community. They are officially our College’s core values and each one of them represents a fundamental building block for the continued success of our community. John Jay College is both a Hispanic-Serving Institution and a Minority-Serving Institution. We know that through the diversity of our students, faculty, and staff, we can create exceptional bonds, broaden our perspectives, and fulfill our commitment to an equal opportunity for all.

Today, I’m writing to you to reaffirm our ongoing commitment to upholding [CUNY Policies and Procedures on Sexual Misconduct, Equal Opportunity, and Non-Discrimination](#). There is simply no place at John Jay for harassment or discrimination of any kind, and there are many resources on campus to report complaints of inappropriate behavior or to receive confidential support. I encourage you to make use of these resources, which are detailed [here](#).

In particular, as new members join our vibrant community, I’d like to highlight the work of our [Office of Compliance and Diversity \(CDO\)](#), led by Interim Chief Diversity Officer Gabriela Leal. This office addresses and investigates any allegations of sexual misconduct or discrimination. You can learn more about the office here:



We strongly encourage any member of our community to come forward to get help or [report](#) any concerns they may have under our non-discrimination policies, including:

- CUNY’s [policy on sexual misconduct](#), which prohibits sexual harassment and other forms of

sexual misconduct, including sexual assault, stalking, and dating, intimate partner and domestic violence.

- CUNY's [Equal Opportunity and Non-Discrimination Policy](#), which 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 for cooperating with an investigation of a complaint.

We also have a host of initiatives underway to proactively promote an inclusive campus at John Jay. Highlights include:

Our [Diversity & Inclusion Committee](#) is continuing its work this semester and plans to submit a progress report on its work this winter. Our [DEI Professional Development Initiative](#) is also well underway, with faculty working collaboratively throughout the summer to develop a series of new training modules. These modules, created by faculty for faculty, will be launched this fall, and the topics will include:

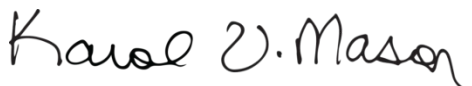
- Exploring/addressing racial equity & antiracism.
- Teaching/creating equitable and respectful classroom environments for Latinx students.
- Teaching and creating respectful and equitable classrooms for veterans and students with disabilities.
- Creating equitable and respectful classroom environments for students of all genders.
- Teaching and creating respectful/equitable classrooms for LGBTQ+ (including trans) students.

We are hard at work on the College's first-ever **Equity Scorecard**, a joint project of our Diversity & Inclusion Committee, CDO, and our Office of Institutional Research. Stay tuned for more information about this new tool for promoting equity and transparency on our campus which will be available this winter.

We also just released our new **Campus Climate Survey**. You should have received it in your email yesterday. Please take a few minutes to participate in the survey and make your voice heard. By examining the results, we'll have a deeper understanding of the work needed to further build a respectful and inclusive environment where everyone can thrive.

As we grow in our studies and work, it's imperative that we continue to uphold the core values of our College. These guiding principles must be supported and manifested on both a professional and personal level. By centering these values throughout our daily lives, we better ourselves and our community through mutual respect and understanding.

With gratitude,



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