JOHN JAY COLLEGE OF CRIMINAL JUSTICE

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TO: Faculty & Staff

FROM: Oswald E. Fraser, AVP for Administration

DATE: November 5, 2025

SUBJECT: Required Compliance Trainings Academic Year 2025 – 2026

As a follow-up to [President Mason's September 15, 2025, *Important Announcement*](#) regarding the subject above, please be reminded that all employees are required to complete CUNY's annual mandatory compliance trainings listed below **by the end of their current appointment or by May 29, 2026, whichever occurs first.** While these deadlines provide some flexibility, **all employees are strongly encouraged to complete the required trainings as soon as possible rather than waiting until the deadline approaches.**

Additionally, please note that Governor Kathy Hochul has mandated that all public and private colleges and universities in New York State provide mandatory training on **Title VI of the Civil Rights Act of 1964**, which prohibits discrimination based on race, color, or national origin in programs and activities receiving federal financial assistance. In accordance with this mandate, a new training course—**Understanding Title VI**—has been added to the list of required compliance trainings for all full-time employees.

List of Required Annual Trainings:

Training	Who should complete?
Ethics Training*	All full-time and part-time employees (faculty & staff)
Workplace Violence Prevention (WVP) Training	All full-time and part-time employees (faculty & staff)
Employee Sexual Misconduct Prevention and Response (ESPARC) Training	All full-time and part-time employees (faculty & staff)
Gender-Based Violence Training (GBVT)	Supervisors and Human Resources staff
Understanding Title VI Training - *New*	All full-time employees (faculty & staff)
Cyber Security Awareness Training	All full-time and part-time employees (faculty & staff)

Accessing the Trainings:

All active employees are automatically registered for their assigned trainings in Brightspace, **except** for the Ethics training. However, if you become inactive in CUNYfirst you will no longer be able to

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access the training modules. Employees should [log into Brightspace](#) and Navigate to the compliance trainings under the Compliance tab, within the "My Courses" section. Please refer to the [Compliance Course Navigation](#) for more information.

Note, information regarding the availability of Ethics Trainings will originate from the college's Ethics Officer, Donald J. Gray.

Additional Resources:

Employees with questions can review the [Compliance Training FAQs.](#)

Please contact Ivette Rivera at irivera@jjay.cuny.edu or Keisha Pottinger-Moore at kpottingermoore@jjay.cuny.edu if you have any questions relating to the completion of the required trainings.

If you encounter additional technical issues launching the course in Brightspace, do not hesitate to get in touch with the Office of Digital Learning LMS Support team at lms.faculty@jjay.cuny.edu to resolve the issue.