



Karol V. Mason
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September 30, 2022

To: John Jay Faculty and Staff
Re: Reaffirmation of Commitment to Employment Diversity/Equal Opportunity/Affirmative Action

John Jay College and CUNY have a long-standing commitment to diversity and equal opportunity in all aspects of employment practices. The senior management team fully supports our policies and procedures to foster non-discrimination, affirmative action, and diversity and inclusion. We are continually enriched by the strengths and perspectives of our diverse community and I remain committed to upholding the [CUNY Policies and Procedures on Equal Opportunity, Non-Discrimination, and Sexual Misconduct](#).

The Equal Opportunity and Non-Discrimination Policy states CUNY's commitment to recruit, employ, retain, promote, and provide benefits to employees without regard to race, color, creed, national origin, ethnicity, ancestry, religion, age, sex (including pregnancy, childbirth, and related conditions), sexual orientation, gender, gender identity, marital status, partnership status, disability, genetic information, alienage, citizenship, military or veteran status, unemployment status, status as a victim of domestic violence/stalking/sex offenses, or any other legally prohibited basis in accordance with federal, state, and city laws. Additionally, as a federal contractor, CUNY engages in affirmative action for women, minorities, individuals with disabilities, and veterans, consistent with federal requirements for employees in all title groups. Italian Americans are included among CUNY's protected groups.

I invite you to visit the CUNY website to view the [Policy](#) in its entirety as well as the policies on [Reasonable Accommodations and Academic Adjustments](#) and [Reporting of Alleged Misconduct](#).

As an institution grounded by the [core values](#) of diversity, equity, integrity, justice, respect, learning, and scholarship, all John Jay executives, administrators, faculty, and staff are responsible for maintaining a work environment free from discrimination and harassment. As reflected in our continued [climate review](#) work, we're committed to promoting a respectful and inclusive environment where everyone can thrive. We recently deepened our Diversity Equity and Inclusion (DEI) efforts and I'd like to share some updates:

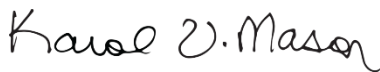
- The Office of the Provost and the [Office of Compliance and Diversity](#) initiated enhanced recruitment efforts and protocols for the College's 43 new faculty lines, aimed at attracting the most diverse candidate pools and establishing best practices for hiring diverse faculty.

- The Office of Human Resources, in collaboration with the Office of Compliance and Diversity, created a DEI learning path offered to all faculty and staff through LinkedIn Learning.
- John Jay College is participating in [Hillel International's Campus Climate Initiative](#) to strengthen our campus climate for all students.

At John Jay, harassment or discrimination of any kind is unacceptable and there are many [resources on campus to report complaints](#) of inappropriate behavior or to receive confidential support. [Gabriela Leal](#), Director of Compliance and Diversity/Title IX Coordinator, leads our [Office of Compliance and Diversity](#). To assist with the office's growing DEI and compliance efforts, we hired [Jordana Shenkman](#) as Deputy Director of Compliance and Diversity. I encourage all managers to contact them to discuss diversity and inclusion strategies that would advance unit goals. Additionally, any individual who believes they have experienced employment discrimination should immediately contact Gabriela and/or Jordana.

I ask for your continued support to ensure equal opportunity, affirmative action, diversity, and inclusion in all our employment practices. By creating an environment where everyone feels respected and included, we actively contribute to John Jay's ongoing success.

With gratitude,



Karol V. Mason
President
John Jay College of Criminal Justice