

## Other Resources:

To Learn more about combating sexual assault and other unwelcome sexual behavior, visit the campus Title IX web page.

<http://www1.cuny.edu/sites/title-ix/campus/john-jay-college-of-criminal-justice/>

## Key Campus Contacts:

### Title IX Coordinator

Gabriela Leal

646.557.4409

[glead@jjay.cuny.edu](mailto:glead@jjay.cuny.edu)

<http://www.jjay.cuny.edu/compliance-and-diversity>

### Public Safety Director

Diego Redondo

212.237.8521

212.237.8266

[dredondo@jjay.cuny.edu](mailto:dredondo@jjay.cuny.edu)

### Counseling Service Center

Gender-Based Violence Prevention and Response Advocate

Jessica Greenfield

646.557.4535

[jgreenfield@jjay.cuny.edu](mailto:jgreenfield@jjay.cuny.edu)

### Dean of Students

Michael Martinez-Sachs

212.237.8211

[msachs@jjay.cuny.edu](mailto:msachs@jjay.cuny.edu)

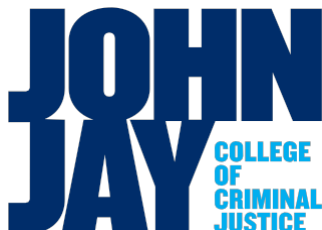
Public Safety Emergency 212.237.8888

Human Resources 212.237.8514

Dean of Students Office 212.237.8211

Counseling Department 212.237.8111

The Women's Center 212.237.8184



# Learn About Sexual Harassment & Sexual Assault Prevention

- Unwanted
- Unlawful

NY State Law Says:  
Enough is Enough

# Sexual Harassment

**It is the policy of The City University of New York (“CUNY”) to promote a cooperative work and academic environment in which there exists mutual respect for all University students, faculty, and staff. Harassment of employees or students based upon sex is inconsistent with this objective and contrary to the University’s non-discrimination policy. Sexual harassment is illegal under Federal, State, and City laws, and prohibited under CUNY’s Policy on Sexual Misconduct.**

## 1. How do I know if I have been or am being sexually harassed by someone?

The term “sexual harassment” refers to any unwelcome sexual advances, requests for sexual favors and other verbal or written communications or physical conduct of a sexual nature. Sexual harassment can occur between individuals of the same or differing sexes, regardless of either individual’s sexual identity. Although sexual harassment most often exploits a relationship between individuals in positions of unequal power, (such as a faculty member and student, supervisor and employee, or tenured and untenured faculty member), it may also occur between students or co-workers. It’s even possible for sexual harassment to occur in a circumstance where it appears the harasser has less power than the person being harassed (for example, a student harassing a faculty member). Legally, sexual harassment is divided into two categories, quid pro quo and hostile environment.

### QUID PRO QUO

Quid Pro Quo means “this for that” in Latin. This type of sexual harassment occurs when a person, often in a position of power or authority, pressures another person to meet his/her sexual demands as a term or condition of employment or academic standing. For example, a professor insists on sex in return for a higher grade or a supervisor implies that decisions about one’s employment will be based on submission to or rejection of sexual demands. The threat need not be explicitly stated, but can be implied by the existence of an unequal power structure.

### HOSTILE Environment

This type of sexual harassment occurs when repeated unwelcome behavior or comments of a sexual nature create an intimidating, offensive or disruptive work or academic environment. In some cases, one instance may be severe enough to create a hostile environment.

#### **A sexually hostile environment may be created by:**

- .. Sexually suggestive looks, gestures or language
- .. Unnecessary or unwelcome touching
- .. Commenting about a person’s body or physical attributes

- .. Making vulgar comments, slurs or jokes of a sexual nature
- .. Using homophobic language
- .. Using demeaning or inappropriate terms such as “Babe,” “Sexy,” or “Mami”
- .. Displaying sexually suggestive pictures
- .. Sending sexual comments, pictures, or videos or posting them on the web or as screensavers
- .. **Sexual assault, stalking and gender-based violence** are also prohibited.

## 2. What Can I Do If I think I or Someone I Know Is being Sexually Harassed?

Do not investigate the matter yourself. Any member of the College community may contact Gabriela Leal, Esq., Interim Director of Compliance and Diversity and Title IX Coordinator at: **646.557.4674** or **gleal@jjay.cuny.edu**

Ms. Leal investigates complaints by students and employees. She can answer your questions and provide guidance about the complaint and investigation process. If you feel concerned for your safety on campus immediately contact Public Safety.

If you wish to discuss your concerns confidentially with someone regardless of whether you make a complaint, please contact the Counseling Department. Their contact information is listed on the next page.

Most employees have a duty to report incidents of sexual misconduct. For more information on your reporting responsibilities see Policy link below.

## 3. How Can I Help Prevent and Stop Sexual Harassment?

Be informed. Know your rights. The CUNY Policy on Sexual Misconduct can be accessed at:

<http://www2.cuny.edu/wp-content/uploads/sites/4/page-assets/about/administration/offices/legal-affairs/POLICY-ON-SEXUAL-MISCONDUCT-10.1.2015-with-links.pdf>

The Policy also discusses topics that include supportive measures the College can provide for on campus and off campus incidents (e.g. counseling services, assistance accessing medical services or referrals for filing criminal complaints, revising class schedules), the Students’ Bill of Rights, student amnesty when reporting an incident if there has been drug or alcohol use in connection with the incident, and the reporting responsibilities of employees.

Do not be afraid to speak up. Report allegations of sexual misconduct as promptly as possible. Delay in making a complaint may make it more difficult for the College to investigate the allegations.

## 4. Can Someone at the College retaliate against me For Filing a Complaint, reporting Sexual Harassment, or Participating in an Investigation?

No. Retaliation or threatening to retaliate against an employee or student after he or she has complained or reported sexual harassment or participated in an investigation is unlawful and will not be tolerated at the College.