

RETALIATION

Retaliation is adverse treatment of an individual because he or she made a complaint, opposed bias-related behavior or cooperated with an investigation. No individual, including the accused, may directly or indirectly through a third party, intimidate, threaten or coerce the complainant or any other participant in the investigation and disciplinary processes relation for reporting, opposing, discrimination or cooperating with an investigation of discrimination complaint is prohibited. The College will seek to discipline anyone found to have engage in retaliation

COUNSELING AND SUPPORT SERVICES FOR VICTIMS OF BIAS-RELATED INCIDENTS AND HATE CRIMES

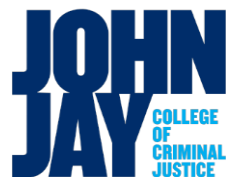
Anyone who is a victim of a bias incident or hate crime is encouraged to seek counseling from a trained mental health professional. Experience counselors are available at the College

- **The Counseling Center**, (212)-237-8111, L.68.00, New Building or **The Women's Center for Gender Justice**, (212)-237-8184
- Employees: CUNY Work/Life Program at (888)-993-9750. They may also contact Human Resources at (212)237-8517.

OTHER RESOURCES:

The College can assist any College employee or student wishing to contact outside agencies, including local police, regarding charges and complaints of bias related crime.

1. **NEW YORK CITY POLICE DEPARTMENT DETECTIVE BUREAU**
Hate Crime Task Force, (646)-610-5267
2. **MANHATTAN DISTRICT ATTORNEY**
Community Affairs Unit, (212)-335-9082
3. **QUEENS DISTRICT ATTORNEY**
Antibias Unit, 718-286-7041
4. **BRONX DISTRICT ATTORNEY**
(718)-590-2427 or (718)-590-2715
5. **BROOKLYN DISTRICT ATTORNEY**
Community Affairs Unit, (718)-250-2241
6. **STATEN ISLAND DISTRICT ATTORNEY SPECIAL INVESTIGATIONS/BIAS UNIT**
(718)-876-6300 or (718)-556-7167
7. **SAFE HORIZON HOTLINE**
(212)-577-7777 or (866)-689-4357. This service is open 24 hours, seven days a week and provides crisis intervention for crime victims.
8. **THE GAY AND LESBIAN ANTI-VIOLENCE PROJECT**
(212)-714-1141
9. **LAMBDA.ORG.SAFETY_TIPS.HTM**
You may submit a report on this website.



LEARN ABOUT BIAS-RELATED INCIDENTS & HATE CRIMES

- UNWANTED
- UNACCEPTABLE
- UNLAWFUL

John Jay College of Criminal Justice is committed to providing a safe and welcoming campus atmosphere for all members of our community. Each of us is responsible for contributing to a safe, secure and respectful environment. While the College values and protects the right of all members of our community to hold and express their views, including voicing opinions that might be offensive to others, actions that are motivated by bias or hate will not be tolerated. Such actions cause particular harm to the victim and to the community precisely because they are motivated by bias or hate.

WHAT ARE BIAS-RELATED INCIDENTS?

Bias incidents are expressions of hostility against the person or property of another based on perceived or actual personal characteristics, such as race, religion, ethnicity, gender, sexual orientation, or disability. Examples of bias include writing discriminatory graffiti in a public area or posting derogatory comment on social media. Bullying is often the result of biased opinions. Bias can lead to unlawful discriminatory conduct. It can also result in criminal behaviors that are treated as hate crimes.

WHAT IS A HATE CRIME?

According to New York Penal Law Section 484, a person commits a hate crime he or she commits a criminal offense and either:

- Intentionally selects the person against whom the offense is committed or intended to be committed in whole or insubstantial part because of a belief or perception regarding race, color, national origin, ethnicity, ancestry, gender or gender identity, religion, disability or sexual orientation of a person regardless of whether the belief or perception is correct or
- Intentionally commits the act or acts constituting the offense in whole or substantial part because of a belief or perception regarding race, color, national origin, ethnicity, ancestry, gender or gender identity, religion, age, disability or sexual orientation of a person, regardless of whether the belief or perception is correct

REPORTING BIAS-RELATED INCIDENTS AND POSSIBLE HATE CRIMES

Victims and witnesses of bias incidents and/or hate crimes should immediately report them:

- Any situation can be reported to the campus Public Safety Office at **(212)-**

237-8524 or **(212)-237-8888** for investigation and action. Public Safety can assist with additional resource referrals and reporting to the Police Department.

- In the event of an emergency and any immediate threat to safety, call **911**
- Students may contact:
Office of Student Affairs, (212)-237-8100, L65.00, New Building
- Employees may contact:
Human Resources, (212)-237-8517

DISCRIMINATION COMPLAINTS

To make inquiries or complaints regarding discrimination on the basis of race, color, creed, national origin, ethnicity, ancestry, religion, age, sex, sexual orientation, gender, gender identity, marital status, partnership status, disability, genetic information, alienage, citizenship, military or veteran status, pregnancy, or status as a victim of domestic violence/stalking//sex offenses status, or retaliation please contact:

Gabriela Leal, Esq.

Interim Director, Compliance & Diversity

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