



Karol V. Mason
President
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March 18, 2024

To: The John Jay College Community

Re: Reaffirmation of Commitment to Diversity, Equal Opportunity, Non-Discrimination, and Preventing Misconduct

Here at John Jay College—a Hispanic-Serving and Minority-Serving Institution—we hold dear the [core values](#) of diversity, equity, integrity, justice, respect, and scholarship. We deeply value the many diverse voices within our community. We confront biases, stereotypes, and discrimination. And, we promote honesty, transparency, and empathy through our actions and communications. That's why, as a community, we have an ongoing commitment to uphold CUNY's Policies and Procedures on [Sexual Misconduct, Non-Discrimination and Equal Opportunity](#).

The [Sexual Misconduct](#) policy and procedures strictly prohibit sexual harassment and other forms of sexual misconduct, including sexual assault, stalking, and dating, intimate partner, and domestic violence.

The [Non-Discrimination and Equal Opportunity](#) policy and procedures strictly prohibit 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.

In order to maintain a positive campus climate for everyone in our community, [The Office of Compliance and Diversity](#) (CDO) continues to address and investigate any allegations of sexual misconduct or discrimination. If a member of our community wishes to get help regarding any concerns under our non-discrimination policies, we strongly encourage them to file a report on [CUNY University-Wide Discrimination and Retaliation Reporting Portal](#). Retaliation for reporting a complaint or cooperating with an investigation is firmly prohibited. You may also report incidents directly to:

- CDO Director, Gabriela Leal, galeal@jjay.cuny.edu
- Public Safety Director, Diego Redondo, Ph.D., dredondo@jjay.cuny.edu
- Interim AVP and Dean of Students, Danielle Officer, Ed.D., dofficer@jjay.cuny.edu
- AVP of Administration, Oswald Fraser, ofraser@jjay.cuny.edu

Beyond the CDO's role in responding to and addressing incidents of discrimination, harassment and sexual misconduct, the CDO has offered ongoing training aimed at empowering our community to acknowledge, confront, and combat discrimination. In a continued effort to promote a campus climate that's built on civility, respect, and inclusion, these programs have been presented in collaboration with other offices, such as [the Department of Public Safety](#), [Academic Affairs](#), [Student Affairs](#), and the [Teaching & Learning Center](#); and will continue to evolve with community reports and feedback. For more information on the College's campus climate programming, both past and upcoming, please contact Gabriela Leal, CDO Director, at galeal@jjay.cuny.edu.

As an institution built on the bedrock of exploring justice in all its many dimensions, we must continue to engage in respectful conversations with one another. This objective might be difficult to uphold during challenging times, but it's required in order to preserve an environment where everyone can work, study, and contribute their talents freely. I continue to stand in awe of our community's ability to come together and learn from other individuals with different perspectives. That's how we grow. That's how we thrive.

Thank you,

A handwritten signature in black ink that reads "Karol V. Mason". The script is fluid and cursive, with the first name "Karol" being more prominent than the last name "Mason".

Karol V. Mason
President
John Jay College of Criminal Justice

OFFICE OF THE PRESIDENT

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