



Karol V. Mason
President
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September 25, 2023

To: John Jay College Faculty & Staff

Re: Reaffirmation of Commitment to Diversity, Equal Opportunity, Affirmative Action and Preventing Misconduct

At John Jay College, a Hispanic-Serving and Minority-Serving Institution, we know that our diversity is our strength. Diversity is one of our [core values](#), and the vibrancy of our community is directly linked to the wide range of backgrounds, cultures, and experiences within our Bloodhound family. An integral step to embracing our diversity is reaffirming our ongoing commitment to CUNY's [Policies and Procedures on Equal Opportunity, Non-Discrimination](#), and [Sexual Misconduct](#). That's why I'm writing to you today.

John Jay College and the City University of New York (CUNY) have a long-standing commitment to diversity and equal opportunity. As a community, we fully support these policies and practices that foster non-discrimination, affirmative action, diversity, and inclusion.

CUNY's Policy on Sexual Misconduct prohibits sexual harassment and other forms of sexual misconduct, including sexual assault, stalking, and dating, intimate partner and domestic violence.

The Equal Opportunity and Non-Discrimination Policy prohibits any form of discrimination on the basis of 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/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—which is 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](#).


All John Jay executives and administrators are responsible for maintaining a work environment free from discrimination and harassment, and for promoting diversity and inclusion in their departments. Our [Office of Compliance and Diversity \(CDO\)](#)—led by Gabriela Leal (glead@jjay.cuny.edu), our Director of Compliance and Diversity/Title IX Coordinator—continues to address and investigate any allegations of sexual misconduct and discrimination and is also available for managers interested in discussing and enhancing their department's diversity and inclusion strategies.

We strongly encourage all members of our community to come forward, get help, or [report](#) any concerns they may have under our non-discrimination policies to the CDO.

You may also [report](#) incidents to the Public Safety Department (for all members of the College community) at 212-237-8524, the Student Affairs Office (for students) at L.71NB or 212-237-8100, or Human Resources (for employees) at the BMW Building, 10th Floor (555 W. 57th St.) or 212-237-8517. These offices will communicate with the CDO if the report involves sexual misconduct or discrimination. To file a report of discrimination online, you may do so on the [CUNY University-Wide Discrimination and Retaliation Reporting Portal](#).

What makes John Jay special is the exceptional bonds that hold us together. Those bonds have representatives from every race, gender, ethnicity, religion, nationality, ability, and identity imaginable. Our college derives its longevity, dynamism, and fortitude from its remarkable diversity and ongoing commitment to equity. By reaffirming CUNY's equal opportunity, non-discrimination, and sexual misconduct policies, we're actively upholding the mission of our great institution.

With gratitude,

A handwritten signature in black ink that reads "Karol V. Mason". The signature is written in a cursive, flowing style.

Karol V. Mason
President
John Jay College of Criminal Justice

OFFICE OF THE PRESIDENT

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