



Karol Mason  
President

524 West 59<sup>th</sup> Street  
New York City, NY 10019  
T. 212.237.8600  
F. 212.237.8607  
kmason@jjay.cuny.edu

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TO: The John Jay College Community

FROM: Karol V. Mason  
President

SUBJECT: **Ensuring a Safe John Jay Community**

The news recently has been full of reports about sexual misconduct and sexual harassment in workplaces ranging from the halls of Congress, to Hollywood, to the broadcasting desks of venerable news agencies. It is difficult to hear these accounts of profound disrespect, harassment, and violence, and these reports point to a crucial need for workplaces of all types to continue to take proactive steps to prevent and combat this type of unacceptable behavior.

I commit to do everything in my power to ensure that John Jay's campus and workplace are safe for all of us, and I write today to communicate two important messages to everyone in the John Jay College community.

**First, sexual misconduct, sexual harassment, and sexual violence will not be tolerated at John Jay.**

**Second, I am committed to ensuring the prompt and fair investigation of, and taking appropriate action to address, any allegations of sexual misconduct or harassment by and against any member of our community.**

Anyone who has experienced or knows about such wrongful behavior is encouraged to come forward and report it. I want you to know that there are many different resources available to help. John Jay's Title IX Coordinator, Silvia Montalban, who is responsible for investigating complaints of sexual misconduct and harassment, recently sent a

[notice](#) to the community about these issues, and there are three points I'd like to highlight again here:

- **Filing a Complaint:** You can contact these individuals to discuss the matter, learn your options and/or file a complaint.

**Title IX Coordinator:** Silvia Montalban, Director of Compliance and Diversity, serves also as Chief Diversity Officer, Haaren Hall, Room 622T, (646)557-4409, [smontalban@jjay.cuny.edu](mailto:smontalban@jjay.cuny.edu).

**Public Safety:** Diego Redondo, Director of Public Safety & Risk Management, New Building, Room L2.61.00, 212-237-8524, [dredondo@jjay.cuny.edu](mailto:dredondo@jjay.cuny.edu).

- **Confidential Counseling and Support:** Students affected by these behaviors can receive free confidential consultation in the Student Counseling Center. This resource is available whether or not the student decides to file a complaint. And the Human Resources Department can offer counseling resources to staff and faculty who have concerns.
- **Mandated Reporting:** With the exception of these confidential resources, staff and faculty should report knowledge of improper behavior affecting members of our community. Under CUNY's policy, most staff and some faculty are responsible for making these reports. Here is a link to more information regarding policies and resources relating to sexual misconduct, harassment and reporting, including the identification of those who are responsible for reporting knowledge of misconduct. <http://www.jjay.cuny.edu/title-ix-and-non-discrimination-compliance>

My hope is that this heightened attention on sexual harassment and sexual misconduct will result in sustained change, where everyone is respected and safe.

Thank you.

