Sexual Harassment, Gender-Based Harassment and Sexual Violence Curriculum for Employees

2016–2017
Sexual Harassment: Policies, Prevention And Resources

- Definitions of sexual harassment, gender-based harassment and sexual violence, including sexual assault, dating/intimate partner/domestic violence, and stalking
- Policies and procedures
- Reporting incidents of sexual harassment/gender-based harassment/sexual violence
- Confidentiality
- Awareness and prevention
- Resources
CUNY’s policies prohibit sexual harassment, gender-based harassment and sexual violence of any kind.

Sexual harassment, a form of sex discrimination, is illegal under federal, state and city laws and will not be tolerated within CUNY.

We are committed to promoting a safe and secure academic environment for all members of our community.

All students, faculty, staff and visitors are expected to maintain a working and learning environment free from harassment and discrimination.
CUNY’s Goals

- Prevent sexual harassment/sexual violence on our campuses - **One incident is one too many.**
- Provide clear and forceful policies and procedures on addressing sexual harassment and sexual violence. Provide and promote education and awareness of staff and student obligations, and available resources
- Respond appropriately to students and employees who complain of sexual harassment/sexual violence
- Encourage, though not require, victims to report to law enforcement
- Provide an adjudication process that is fair to both complainant and accused
We Need to Hear From You

- If you experience any form of sexual harassment, gender-based harassment and/or sexual violence, or observe or learn about any form of the above against an employee, you should contact:
  - Title IX Coordinator
  - Director of Human Resources
  - Office of Public Safety
  - We also encourage you to report all cases involving any form of sexual violence and/or stalking to the NYPD. We will assist you if you wish.

- If you observe or learn about any form of sexual harassment and/or gender-based harassment of and/or sexual violence against a student you should contact:
  - Title IX Coordinator
  - Office of Public Safety
  - Office of the Vice President for Student Affairs and/or Dean of Students
  - Residence Life staff in CUNY owned or operated housing

- Please do not try to handle any complaint you receive from another student or employee on your own.

- REMINDER: If you experience or observe a sexual assault, call 911 immediately.
What Is Sexual Harassment and Sexual Assault?

- Sexual Harassment
- Gender-Based Harassment
- Sexual Violence
- Sexual Assault
- Domestic/Intimate Partner/Dating Violence
- Stalking
What Is Sexual Harassment?

Sexual harassment is unwelcome conduct of a sexual nature, including but not limited to unwelcome sexual advances, requests for sexual favors, and other verbal, nonverbal, graphic and electronic communications or physical conduct of a sexual nature when:

- submission to or rejection of such conduct is made either explicitly or implicitly a condition of an individual’s employment or academic standing or is used as the basis for employment decisions or for academic evaluation, grades, or advancement (quid pro quo); or
- such conduct is sufficiently serious that it alters the conditions of, or has the effect of substantially interfering with, an individual’s educational or work experience by creating an intimidating, hostile, or offensive environment (hostile environment). The effect will be evaluated based on the perspective of a reasonable person in the position of a complainant.
What Is Sexual Harassment?

Sexual harassment is *unwelcome* conduct of a sexual nature, including but not limited to unwelcome sexual advances, requests for sexual favors, and other verbal, nonverbal, graphic and electronic communications or physical conduct that is sufficiently serious to adversely affect an individual’s participation in employment, education or other CUNY activities.
What Is Gender-Based Harassment?

- Gender-based harassment is unwelcome conduct of a nonsexual nature based on actual or perceived sex, including conduct based on gender identity, gender expression, and nonconformity with gender stereotypes.
What is Sexual Violence?

Sexual violence is an umbrella term that includes:

- sexual assault, such as rape/attempted rape, forcible touching, groping, grabbing and rubbing, criminal sexual act* and sexual abuse
- dating, domestic and intimate partner violence
- certain forms of stalking

*criminal sexual act is engaging in oral or anal sexual conduct with another person without such person’s consent
Who Are The Victims Of Sexual Harassment And/Or Sexual Violence?

- Anyone – of any gender, gender identity, sexual orientation, physical or mental ability, religious affiliation, citizenship status, race, class or educational level – can be a victim of sexual harassment and/or sexual assault.
Who Are The Victims Of Sexual Harassment And/Or Sexual Violence?

Sexual harassment and/or sexual violence can occur between members of the same sex/gender.
Forms Of Sexual Harassment

Verbal Harassment can include unwanted

- Sexual comments, teasing, or jokes
- Catcalls
- Sexual slurs, demeaning words, or other verbal abuse
- Graphic or sexually suggestive comments
- Inquiries or discussions about sexual activities
- Pressure to accept social and/or electronic invitations, to meet privately, to date, or to have sexual relations
- Sexually suggestive letters or other written or visual communications, including emails, texts, snapchats, photos and other social media communications
Forms of Sexual Harassment

At CUNY, sexual harassment also includes acts that violate an individual’s right to privacy in connection with her/his body and/or sexual activity such as:

- Recording or distributing images or audio of another person’s sexual activity, intimate body parts or nakedness without consent.
- Viewing another person’s sexual activity, intimate body parts, or nakedness in a place where that person would have a reasonable expectation of privacy, without that person’s consent.
Forms of Gender-Based Harassment

Gender-based harassment includes

- Intentionally using the wrong pronoun to identify a transgender individual
- Mocking a person’s appearance or clothing as more suited to a person of the opposite sex.
Sexual assault is a crime.

Sexual assault is any form of sexual contact that occurs without consent and/or through the use of force, threat of force, intimidation, or coercion.

Rape, attempted rape, forcible touching, criminal sexual act,* and sexual abuse are all forms of sexual assault.

Sexual assault can be committed when someone has not given or is unable to give consent, for example, because of intoxication.

Sexual assault can be a form of sexual harassment.

*criminal sexual act is engaging in oral or anal sexual conduct with another person without such person’s consent.
Forms Of Sexual Violence – Sexual Assault

Any *unconsented or unwanted* sexual contact may constitute a form of sexual assault.

– Any form of sexual activity
– Sexual touching
– Grabbing/Groping
– Kissing
– Caressing
– Brushing against another’s body
– Patting or rubbing
– Pinching
Forms Of Sexual Violence - Stalking

Stalking is a crime.

It is intentionally engaging in a course of conduct directed at a specific person that:

• is likely to cause reasonable fear of material harm to the health, safety or property of that person, a member of that person’s immediate family or a third party with whom that person is acquainted; or

• causes material harm to the mental or emotional state of such person, where such conduct consists of following, telephoning or initiating communication or contact with such person, a member of the person’s family or a third party with whom the person is acquainted; or

• is likely to cause such person to reasonably fear that her/his employment, business or career is threatened, when such conduct consists of appearing, telephoning or initiating communication or contact at such person’s place of employment or business, and the actor was previously clearly instructed to stop.

Specific actions, such as sending a birthday card or standing across the street from someone’s house may be legal, but if they are part of a series of actions that cause fear or distress, they may be illegal.

Stalking includes cyber-stalking – using electronic forms of communication, including social media, to engage in the conduct described above.

Stalking does not have to be sexual in nature to constitute sexual violence.
Forms of Sexual Violence - Dating/Intimate Partner/Domestic Violence

- Dating/IP/Domestic violence is a pattern of coercive behavior that can include physical, psychological, sexual, economic and emotional abuse.
- It can consist of actions or threats of actions that intimidate, humiliate, isolate, frighten, coerce, threaten, blame or hurt someone.
- It can also consist of a single incident of sexual assault.
- Rape or any sexual offense, whether on a date or not, or by someone you know or do not know, is the same criminal offense.
- Between 80 and 90 percent of all people who have been raped know their perpetrator(s).
- On college campuses, alcohol is often involved in date rape.
CUNY’s Policies And Procedures Against Sexual Misconduct

Report all incidents of sexual harassment / gender-based harassment / sexual violence to your Title IX Coordinator, Director of Public Safety, or Chief Student Affairs Officer (for students) or Director of Human Resources (for employees)
Sexual Harassment Is Prohibited On Our Campus

- Title IX of the Education Amendments of 1972 is a federal law that prohibits sex discrimination on college campuses. It states:
  - “No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal Financial Assistance.”

- Sexual harassment, in all the forms just discussed, is a kind of sex discrimination.

- CUNY’s policies and procedures relating to sexual misconduct also cover the requirements of the Reauthorization of the Violence Against Women Act and New York State’s Campus Safety Act and Enough Is Enough legislation.
Sexual Harassment Is Prohibited On Our Campus

Title IX applies regardless of where the incident occurred if a CUNY student or employee is involved.
CUNY’s Policies

- Policy on Sexual Misconduct
  - Title IX Protocol

- Policy on Domestic Violence and the Workplace

Related Policies

- Policy on Equal Opportunity and Nondiscrimination

- Policy on Workplace Violence
POLICY ON SEXUAL MISCONDUCT

“Every member of the CUNY community, including students, employees and visitors, deserves the opportunity to live, learn and work free from sexual harassment, gender-based harassment and sexual violence.”

The University has professionals and law enforcement officers who are trained to assist student victims in obtaining help, including immediate medical care, counseling and other essential services, as well as reporting to law enforcement.
Faculty members and other employees are prohibited from engaging in consensual intimate relationships with students for whom they have a professional responsibility. For example:

- an athletic coach may not engage in an intimate relationship with a student on his/her team.
- A professor may not engage in an intimate relationship with a student in his/her course.
Supervisors are strongly discouraged from engaging in consensual intimate relationships with non-student employees they supervise. Supervisors are required to report any such relationships to their supervisors.
Policy On Domestic Violence and the Workplace

- Domestic violence can spill over into the workplace, compromising the safety of both victims and co-workers and result in lost productivity, increased health care costs, increased absenteeism, and increased employee turnover.

- CUNY is committed to
  - full compliance with all applicable laws governing domestic violence in the workplace
  - promoting the health and safety of all its employees
  - participating in the fight to end domestic violence
CUNY does not discriminate against victims of domestic violence.

CUNY permits time off for victims or witnesses of domestic violence to consult with a prosecutor, appear as a witness in a legal proceeding or otherwise exercise their rights as provided by New York law.

Employees who are victims of domestic violence and who separate from their spouses/partners may make reasonable changes in benefits during the calendar year where possible and in accordance with applicable law.

Victims of domestic violence who are subject to disciplinary proceedings due to work performance should notify their supervisor and/or human resources of their situation, which will be considered in the College’s efforts to resolve the performance issues.

Victims of domestic violence who are terminated or voluntarily separate from employment due to domestic violence-related performance issues should notify human resources who will investigate eligibility for unemployment benefits.

New York State law prohibits insurance companies from discriminating against victims of domestic violence.
Policy On Domestic Violence and the Workplace
Orders of Protection

➢ Bring all orders of protection to the attention of Campus Public Safety. The Campus will comply with and assist in the enforcement of all known court orders of protection.

➢ Public Safety will work with the employee to ensure the safest possible work environment.
CUNY will seek to discipline, and where appropriate, will report to law enforcement, any employee who:

- uses CUNY resources to commit an act of domestic violence; or

- commits an act of domestic violence from or at the workplace or from any location while on CUNY business; or

- uses his/her job-related authority and/or CUNY resources in order to negatively affect victims and/or assist perpetrators in locating a victim or in perpetrating an act of domestic violence.
Sexual Misconduct
Filing a Complaint

All individuals who believe that they have experienced or witnessed sexual misconduct are strongly encouraged to report the incident to campus authorities.

**Students should report to:**
- Title IX Coordinator
- Office of Public Safety
- Office of the Vice President for Student Affairs and/or Dean of Students
- Residence Life staff in CUNY owned or operated housing

**Employees should report to:**
- Title IX Coordinator
- Director of Human Resources
- Office of Public Safety
Sexual Misconduct
Other Forms of Notice

Even when no formal complaint is made by an alleged victim, employees of the college can learn of an incident of sexual misconduct in a number of other ways:

- A friend or family member can report it to school officials.
- A staff member can witness an incident.
- A staff member can learn in indirect manner: on social media (Twitter, Facebook), or in the media.
- The behavior may be openly practiced and/or well-known on campus (Yale: fraternities yelling “no means yes, yes means anal” in front of women’s centers).
“Responsible Employees” are employees **REQUIRED** to report incidents of sexual harassment or sexual violence to their Campus Title IX Coordinator.

- Title IX Coordinator and her/his staff
- Office of Public Safety employees
- Vice President for Student Affairs and Dean of Students and all staff housed in those offices
- Residence Life staff in CUNY owned or operated housing, including Resident Assistants
- College President, Vice Presidents and Deans
- Athletics Staff
- Department Chairpersons/Executive officers
- Human Resources staff
- College/unit attorney and staff
- College/unit labor designee and staff
- Faculty members when leading off-campus trips
- Faculty or staff advisors to student groups
- Employees who are managers
- College Child Care Center Employees
- Equal Opportunity Center Employees
- SEEK/College Discovery staff
All Other Employees

- Employees who are not designated “Responsible Employees” are **strongly encouraged** to report any possible sexual harassment or sexual violence.

- **Only** certain employees (to be discussed later) can promise that a student’s allegations of sexual harassment/sexual violence will remain confidential.
What Happens After A Complaint of Sexual Misconduct Is Made?

- All **student** complaints of sexual misconduct are promptly investigated by the Title IX Coordinator, with assistance from Public Safety and Student Affairs where appropriate.

- All **employee** complaints of sexual misconduct are promptly investigated by the Title IX Coordinator, or his/her designee with assistance from Public Safety and Human Resources where appropriate.

- The Public Safety Director is notified of all complaints of sexual misconduct.

- All students and employees are encouraged, though not required, to report all incidents of sexual violence to the NYPD. Public Safety will help you make the report.
What Is An Order of Protection (OOP)

- An **Order of Protection** (OOP) is a court order, authorized by a Judge, informing an individual to stay away from a complainant.

- The College does not have the ability to grant an OOP but Public Safety will help enforce an order.

- OOP can either be “full” orders, informing the individual to stay away entirely, or “partial” orders where communication or inappropriate behavior is prohibited.
There are two different types of OOPs:

- **Criminal Court Orders**: A judge will automatically grant a Criminal Court OOP on behalf of a complainant when there are criminal charges pending against a defendant.

- **Family Court Orders**: These OOP are available to individuals involved in a domestic relationship. The complainant must petition the Family Court directly for the Order.

Violations of either orders are illegal and punishable by up to a year in jail.
What Happens After A Complaint of Sexual Misconduct Is Made?

- Where appropriate, the College will implement security measures to keep employees, our students and the campus community safe.
- Assistance is often provided pending the investigation. For example, the College may offer:
  - **For students**
    - Security escort
    - Class rescheduling/reassignment
    - On campus counseling for students
    - Academic assistance
    - No Contact Order between Complainant and accused
  - **For employees**
    - Security escort
    - Office relocation
    - Free confidential support services through CUNY’s Work/Life Program
    - No contact order
How Long Does the Investigation Take?

Whenever possible, the investigation is completed in 60 calendar days. If it is not possible to complete the investigation in that time, both parties are notified of the status.
How Are Penalties Imposed?

- When it is determined that a student or employee engaged in sexual misconduct, the College will take all necessary steps to pursue discipline in accordance with the applicable procedures in CUNY’s Bylaws and in its employment contracts.
- There are different processes for students, staff and faculty members.
Student Discipline

- The College is required to follow the procedures in Article XV of CUNY’s Bylaws before disciplining a student.
- If, after investigation, it is determined that a student engaged in sexual harassment, gender-based harassment and/or sexual violence, disciplinary charges will be brought by the College.
- If disciplinary charges are brought, and the accused student contests the charges or the requested penalty, a hearing will be held before the Faculty-Student Disciplinary Committee.
  - Each school will have a special disciplinary panel designated for sexual violence cases.
  - The members of that panel will receive special training.
- In certain circumstance, an emergency suspension may be imposed.
  - In these cases, the disciplinary hearing must take place within 10 business days.
How Does The Student Disciplinary Hearing Work?

- During the hearing, a College representative presents the evidence, including witness testimony, against the accused student.
- Both the complainant and the accused have the right to be present during the hearing and to have an advocate present.
- The College must prove the alleged misconduct by a preponderance of the evidence.
  - This means the College must prove that it is more likely than not that the accused student engaged in the alleged misconduct.
- Both the complainant and the accused will be notified of the outcome of the hearing in writing.
Employee Discipline

- The procedures for imposing discipline on many CUNY employees are governed by collective bargaining agreements. In many instances, discipline cannot be imposed without a hearing before a neutral fact finder who is not employed by the College.

- The complainant and accused will be informed in writing of the outcome when the disciplinary procedure is complete.

- While these proceedings are pending, the College will take all reasonable measures to separate the complainant from the accused.
Possible Penalties

Disciplinary penalties can include:

For Students
- Probation, suspension, expulsion
- Removal from dorm and/or extracurricular activities including athletics
- Campus ban

For Employees (depending on collective bargaining agreements)
- Reprimand, suspension or termination of employment
- Demotion
- Fine or restitution
- Campus ban
- Continued no contact order
- College may also take other measures not governed by CBAs, such as removal from discretionary positions
Who May The College Require To Testify At The Disciplinary Hearing?

- Students are not required to testify at disciplinary hearings, although they may be encouraged to do so.
  - However, if student-witnesses refuse to testify at the hearing, it may be less likely that fact finder(s) will find the conduct occurred or impose the penalty the College seeks.

- Employees may be required to testify.
  - Cooperation with investigation is required of all employees.
What Is Retaliation?

- Retaliation is adverse treatment of an individual because he/she made a sexual harassment/sexual violence complaint, opposed sexual harassment/sexual violence, or cooperated with an investigation.
- Retaliation is illegal.
- No individual, including the accused, may directly, or through a third-party, intimidate, threaten or coerce the complainant or any other participant in the investigation/disciplinary process including witnesses, panel members, and investigators.
- The College will seek to discipline anyone found to have engaged in retaliation.
Confidentiality - Employees

- Employees who wish to report an incident confidentially should contact support services available through CUNY’s Work/Life Program, that is administered by an independent company.

- Employees can report misconduct, confidentially if they choose, to the Office of General Counsel at http://www.cuny.edu/about/administration/offices/la/fillablereportmisconduct.pdf.
Confidentiality - Students

- **Only** certain employees can promise that a student’s allegations of sexual misconduct will be handled confidentially.
  - Counselors or other staff members in campus Counseling Center
  - Nurse, nurse practitioner or other staff member in campus Health Office/Wellness Center
  - Pastoral counselor if one is available at the campus
  - Staff member of Women’s Center, if available at the campus

- All other staff are either required or strongly encouraged to report.
Confidentiality-Students

What you should tell a student **before** she/he shares information about an incident of sexual misconduct:

- Remind the student that you are obligated (or encouraged) to report to Title IX Coordinator, Public Safety or Chief Student Affairs Officer.
- Explain that the information will only be shared with individuals with a legitimate need for the information.
- Explain that the student can share the information with a campus counselor who will keep it strictly confidential with rare exceptions.
- Encourage a student who experiences sexual violence to report the incident to law enforcement.
The Clery Act (a federal law) requires college campuses to track and report certain crime statistics, including incidents of sexual violence.

All college officials who have significant responsibility for student and campus activities are required to report these crime statistics to Public Safety.

Although the incident must be reported, the identity of the complainant/victim will not be reported.

Only licensed or certified mental health professionals acting in this professional capacity are exempt from this reporting requirement.
Preserve Evidence

If you are the victim of sexual violence:

- Preserve any possible evidence, including clothing, electronic communications, voice mails.
  - Store clothing in a paper bag if possible.
- Do not shower or wash or brush your teeth.
- If the attack took place in a dorm room or other indoor area, do not rearrange any furniture or objects.
- Seek medical attention immediately so evidence is preserved.
  - Ask for a rape exam.
Preventing Sexual Harassment and Sexual Violence
Understanding Consent
Affirmative Consent is a knowing, voluntary and mutual decision among all participants to engage in sexual activity. Consent can be given by words or actions, as long as they create clear permission regarding willingness to engage in the sexual activity.
What Is Affirmative Consent?

Each person must clearly communicate his/her willingness and permission to engage in sexual activity.

- A person who is drunk or high may not be able to consent.
- Having sex with a person who is passed out, or slides in and out of consciousness, is rape.
- Failure to resist or say “no,” does not equal consent.
- Silence does not constitute consent.
- Past consent to sexual relations does not constitute consent to subsequent relations.
- Consent to one form of sexual activity does not imply consent to other forms.
- A person’s appearance or dress does not communicate consent.
- During an encounter, a person may consent to certain sexual acts and not to others.
- A person under 17 years old cannot consent to sexual intercourse under New York law.
You Must Obtain Consent

- If you do not obtain consent from a sexual partner, you may be committing sexual assault.

- Remember, the decision to engage in sex or sexual activity must be mutual.
You Must Obtain Consent

Before you engage in sexual activity, consider...

– Have you expressed what you want?
– Do you know what your partner wants?
– Has your partner given consent?
– Is your potential partner sober enough to decide whether or not to have sex?
– Are you sober enough to know that you’ve correctly gauged consent?
Stop!

You do not have consent if:

➢ You are using physical force or size to have sex.

➢ You have coerced your partner in any way (asking repeatedly, putting pressure on your partner, physically intimidating him/her, etc.).

➢ You intend to have sex by any means necessary.
Stop!

You do not have consent if:

- Your partner is too intoxicated or high to give consent.
- You are too intoxicated or high to gauge consent.
- Your partner is asleep.
- Your partner is unconscious or for any other reason is physically or mentally unable to communicate consent.
- You don’t think your partner would agree to have sex if he/she were sober.
Slow Down

Signs you may not have consent:

- You are not sure what the other person wants.
- You have had sex before but your partner has said he/she is not interested tonight.
- You feel like you are getting mixed signals.
- You hope your partner will say nothing and go with the flow.
- Your partner stops or is not responsive.
- Your partner may be intoxicated or high:
  - Slurred speech
  - Problems with balance
  - Impaired motor skills
Alcohol Use

➢ On college campuses, alcohol is often involved in sexual violence and date rape.
Bystander Intervention
Bystander Intervention

- CUNY expects that all other community members, including faculty, students and visitors will take reasonable and prudent actions to prevent or stop an act of sexual harassment, gender-based harassment or sexual violence that they may witness, including calling 911 or campus public safety.

- Taking action may include direct intervention, calling law enforcement, or seeking assistance from a person in authority.

- Community members who take action will be supported by the college and protected from retaliation.
Bystander Intervention

What can bystanders do?

- You should not intervene in a situation that will put your safety at risk.
- However, there may be things you can do to stop a potentially dangerous situation.
- If you observe a sexual assault, call 911.
- If you can do so safely, take a picture of the perpetrator.
Bystander Intervention –
CUNY’s Good Samaritan Policy

- Students who are victims of or observe sexual harassment or violence while under the influence of drugs or alcohol, **should report the incident and seek medical help**.
- Students will not be disciplined for their drug or alcohol use.
- This policy does not protect students from discipline for other misconduct such as sexual assault, drug sales, causing or threatening physical harm, damaging property or hazing.
- Similarly, NY’s Good Samaritan Law protects from arrest and prosecution individuals who call 911 when they witness or suffer from a medical emergency involving drugs or alcohol.
Bystander Intervention

How can students help one another?

- Remind friends to go to parties or bars with other friends, not alone.
- Plan to leave together and do not let anyone leave alone.
- Help friends get home safely.
Bystander Intervention

**How can employees and students intervene?**

- Call 911/public safety.
- Take a picture of the perpetrator if possible.
- Separate the two people if it appears they are too drunk or if one might take advantage of the other.
- Help a friend to leave a risky situation and go home safely.
- Suggest a friend take a phone number and call the next day.
  - Need help getting home? Need an interruption? Two touches lets your circle know where you are and how they can help. Icons represent actions so that no one can tell what you’re up to.
- Create a diversion
  - Suggest a friend leave a party for a new venue.
  - Tell a friend that someone else is waiting to speak to him/her.
  - Tell a friend you need advice in private.
  - Tell a friend you feel sick and need assistance.
Resources
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<th>Title IX Coordinators</th>
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<tr>
<td>Title IX Coordinators</td>
<td>Public Safety Directors</td>
<td>Chief Student Affairs Officers</td>
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### Title IX Coordinators, Public Safety Directors, Chief Student Affairs Officers (cont.)

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<tr>
<th>Title IX Coordinators</th>
<th>Public Safety Directors</th>
<th>Chief Student Affairs Officers</th>
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On Campus Resources

- COLLEGES WILL NEED TO INPUT RESOURCES AVAILABLE AT THEIR CAMPUSES.
- COUNSELING CENTER
- WOMEN’S CENTER
- HEALTH CENTER
- PUBLIC SAFETY
- etc
STATEN ISLAND AND NATIONAL RESOURCES

Safe Horizons | Staten Island Community Program
30 Bay Street, 5th Floor | Staten Island NY 10301 | 800.621.HOPE (4673)
212.227.3000 (24-hour advocacy assistance) | 718.720.2591

National Sexual Assault Hotline
RAINF (Rape, Abuse, Incest, National Network)
www.rainn.org | 800.656.HOPE (4673)
Please read the full Policy on Sexual Misconduct, available online.

If you experience or observe sexual harassment, sexual violence, domestic/dating/intimate partner violence, or stalking, you should contact:

Title IX Coordinator
718.982.2250 | Building 1A, Room 103

Director of Public Safety
718.982.2111 | Building 2A, Room 108

Vice President for Student Affairs
718.982.2335 | Building 1A, Room 301

For a confidential consultation, contact
The Counseling Center | counseling@csi.cuny.edu | Building 1A, Room 109
718.982.2391 (after hours: 855.582.6069)

Employees may also contact:
Director of Human Resources | Building 1A, Room 201 | 718.982.2379 or

CUNY’s Employee Assistance Program (EAP)
for a confidential conversation
Deer Oaks | www.deeroaks.com | username and password: CUNY
EAP 24-hour helpline 855.492.3633

We also encourage you to report all cases involving any form of sexual violence and/or stalking to the NYPD.
NYPD Sex Crimes Hotline  212-267-RAPE (24 hours)

**Rape Crisis and Domestic/Intimate Partner Violence Services**

The Online Hotline is free of charge and is available (24 hours)
NYC Rape Crisis Hotline  212-673-3000*
Safe Horizon: Rape and Sexual Assault Hotline  800-621-4673*
www.safehorizon.org
Safe Horizon: Domestic Violence Hotline  212-577-7777*
NYC Gay and Lesbian Anti-Violence Project  212-714-1141*
New York Women Against Rape  212-777-4000
New York Asian Women’s Center  888-888-7702*
NYC Alliance Against Sexual Assault  212-229-0345
NYS Victim Information and Notification Everyday  888-VINE-4NY
NYS Crime Victim’s Board  718-923-4325

Women’s Survival Space (Brooklyn)  718-439-4612

**Programs For Abusers**

Safe Horizon Alternatives to Violence Program:
Provides educational groups in English and Spanish for perpetrators of domestic violence.  718-834-7471

STEPS: Alternatives to Incarceration provides programs for adolescent male batterers  212-662-7914

Sexual Abuser Treatment Referral Line: 1-802-247-3132, Mon.-Fri. 9am-4:30pm.

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**Rape Crisis Centers (affiliated with hospitals)**

**Bronx**
North Central Bronx Hospital: Sexual Assault Treatment Program 718-519-5722

**Brooklyn**
Coney Island Hospital: Rape Crisis Program
Long Island College Hospital: Rape Crisis Intervention/Victims of Violence Program 718-616-4209, or 800.tel.rape * 718-780-1459

**Manhattan**
Beth Israel Medical Center: Rape Crisis & DV Intervention Program
Bellevue Hospital Center: Rape Crisis Program
Columbia Presbyterian Hospital: Domestic and Other Violence Emergencies
Harlem Hospital: Center for Victim Support
Mt. Sinai Medical Center: Sexual Assault Violence Intervention (SAVI)
St. Luke’s Roosevelt Hospital: Crime Victims Treatment Center
St. Vincent’s Hospital: Rape Crisis Program 212-420-4516

**Queens**
Elmhurst Hospital: Borough Crisis Center
Queens Hospital Center  718-736-1288, 718-883-3090

**Staten Island**
St. Vincent’s Medical Center  718-876-3044

**District Attorney’s Offices**

**Bronx:** Crime Victims Assistant Unit:  718-590-2115
Brooklyn: Victim Services Unit  718-250-3820
Manhattan: Victim Assistance Center  212-335-8900
Queens: Crime Victims Advocate Program  718-286-6818
Staten Island  718-876-6300