TAKE THE CUNY SEXUAL HARASSMENT PREVENTION TRAINING AT:
HTTP://TRAINING.NEWMEDIALEARNING.COM/PSH/CUNY/CHOICE.HTM

THE FOLLOWING RESOURCES MAY ALSO PROVIDE ADDITIONAL ASSISTANCE:

SEXUAL HARASSMENT AWARENESS AND INTAKE COMMITTEE MEMBERS:

SILVIA MONTALBAN, Sexual Harassment Coordinator
646.557.4409
smontalban@jjay.cuny.edu

MARIA VOLPE, Faculty, Sociology Department
212.237.8693
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212.237.8119
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KWANDO KINSHASA, Faculty, African-American Studies
212.237.8759
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YVONNE PURDIE, Student Affairs
212.237.8554
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Public Safety 212.237.8888
Human Resources 212.237.8514
Dean of Students Office 212.237.8211
Counseling Department 212.237.8111
The Women’s Center 212.237.8184

LEARN ABOUT
SEXUAL HARASSMENT

■ UNWANTED
■ UNACCEPTABLE
■ UNLAWFUL
SEXUAL HARASSMENT

It is the policy of The City University of New York ("CUNY") to promote a cooperative work and academic environment in which there exists mutual respect for all University students, faculty, and staff. Harassment of employees or students based upon sex is inconsistent with this objective and contrary to the University’s non-discrimination policy. Sexual harassment is illegal under Federal, State, and City laws, and will not be tolerated within the University.

1. HOW DO I KNOW IF I HAVE BEEN OR AM BEING SEXUALLY HARASSED BY SOMEONE?

The term “sexual harassment” refers to any unwelcome sexual advances, requests for sexual favors and other oral or written communications or physical conduct of a sexual nature. Sexual harassment can occur between individuals of the same or differing sexes, regardless of either individual's sexual identity. Although sexual harassment most often exploits a relationship between individuals in positions of unequal power, (such as a faculty member and student, supervisor and employee, or tenured and untenured faculty member), it may also occur between students or co-workers. It’s even possible for sexual harassment to occur in a circumstance where it appears the harasser has less power than the person being harassed (for example, a student harassing a faculty member).

Legally, sexual harassment is divided into two categories, quid pro quo and hostile environment.

QUID PRO QUO

Quid Pro Quo means “this for that” in Latin. This type of sexual harassment occurs when a person, often in a position of power or authority, pressures another person to meet his/her sexual demands as a term or condition of employment or academic standing. For example, a professor insists on sex in return for a higher grade or a supervisor implies that decisions about one's employment will be based on submission to or rejection of sexual demands. The threat need not be explicitly stated, but can be implied by the existence of a power structure.

HOSTILE ENVIRONMENT

This type of sexual harassment occurs when repeated unwelcome behavior or comments of a sexual nature create an intimidating, offensive or disruptive work or academic environment. In some cases, one instance may be severe enough.

A sexually hostile environment may be created by:
- Sexually suggestive looks, gestures or language
- Unnecessary or unwelcome touching
- Commenting about a person’s body or physical attributes
- Making vulgar comments, slurs or jokes of a sexual nature
- Using homophbic language
- Using demeaning or inappropriate terms such as “Babe,” “Sexy,” or “Mami”
- Displaying sexually suggestive pictures
- Sending sexual comments, pictures, or videos or posting them on the web or as screensavers

2. WHAT CAN I DO IF I OR SOMEONE I KNOW IS BEING SEXUALLY HARASSED?

Any member of the College community may contact Silvia Montalban, the John Jay College Sexual Harassment Coordinator at:

Silvia Montalban, Esq.
646.557.4409 or smontalban@jjay.cuny.edu

Ms. Montalban can answer your questions and provide guidance about the complaint and investigation process. You may also contact any member of the Sexual Harassment Awareness and Intake Committee. Their names are listed on the next page.

Please note that all CUNY employees with supervisor responsibilities have an obligation to report allegations of sexual harassment to the Sexual Harassment Awareness and Intake Committee. Do not investigate the matter yourself.

3. HOW CAN I HELP PREVENT AND STOP SEXUAL HARASSMENT?

Be informed. Know your rights. The CUNY Policies and Procedures on Non-Discrimination and Sexual Harassment can be accessed at:

http://portal.cuny.edu/cms/id/cuny/documents/level_3_page/001178.htm

Learn more about respectful workplaces by taking the CUNY Sexual Harassment Prevention Training at:

http://training.newmedialearning.com/psh/cuny/choice.htm

Do not be afraid to speak up. Report allegations of sexual harassment as promptly as possible. Delay in making a complaint may make it more difficult for the College to investigate the allegations.

4. CAN SOMEONE AT THE COLLEGE RETALIATE AGAINST ME FOR FILING A COMPLAINT, REPORTING SEXUAL HARASSMENT, OR PARTICIPATING IN AN INVESTIGATION?

No. Retaliation or threatening to retaliate against an employee or student after he or she has complained or reported sexual harassment or participated in an investigation is unlawful and will not be tolerated at the College.