

To: Hunter College Faculty, Staff and Students

From: President Jennifer J. Raab 

Date: September 1, 2018

Re: Statement on CUNY Policy Against Sexual Misconduct

I want to take this opportunity to reaffirm Hunter College's commitment to the City University of New York (CUNY) Policy Against Sexual Misconduct. Our goal is to maintain and preserve a harassment-free and sexual misconduct-free environment, one in which all members of the Hunter College community can work, study and learn in an atmosphere of courtesy and mutual respect.

Sexual Misconduct, which includes sexual harassment, gender based harassment, sexual violence, domestic/intimate partner violence, voyeurism and stalking, is prohibited by CUNY's policy, which was adopted by the Board of Trustees in 1995, revised in 2005, 2008, 2010, 2012, 2014, 2015 and again in 2018. Every student, faculty member, staff member and administrator is encouraged to become aware of and support the CUNY Policy Against Sexual Misconduct.

Unwelcome sexual advances, requests for sexual favors, and other verbal, non-verbal, graphic and electronic communications or physical conduct of a sexual nature constitutes sexual harassment when: 1) submission to or rejection of this conduct explicitly or implicitly affects an individual's employment or academic advancement; 2) unreasonably interferes with an individual's work or academic performance; or 3) creates an intimidating, hostile or offensive work or academic environment. Examples of conduct that may constitute a violation of the CUNY Policy Against Sexual Misconduct include but are not limited to:

- Sexually explicit statements, comments, questions, jokes, innuendoes or gestures;
- Remarks of a sexual nature about a person's clothing or body;
- Amorous, dating or sexual activity or relationships when they occur between a faculty member or employee and any students for whom he or she has a professorial responsibility.

Sexual violence is an umbrella term that also includes sexual assault, such as rape/attempted rape, criminal sexual act, forcible touching, and sexual abuse. If of a sexual nature, stalking/cyberstalking (hereinafter "stalking") and dating, domestic and intimate partner violence may also constitute sexual harassment, gender-based harassment or sexual violence.

In accordance with CUNY procedures, Hunter College is responsible for investigating complaints of sexual misconduct brought by students, faculty and employees. Consultation requests and/or complaints should be directed to the Title IX Coordinator, John T. Rose, Dean for Diversity and Compliance. There is also always an option for individual to file with outside law enforcement or the US Department of Education, Office of Civil Rights. The text of the CUNY Policy Against Sexual Misconduct can be found at www.hunter.cuny.edu/affirmativeaction/index.shtml

Every member of the Hunter College community is responsible for compliance with this policy to ensure a workplace and academic environment free from sexual misconduct. Any questions, concerns or complaints you may have as to conduct which violates or is inconsistent with CUNY's Policy Against Sexual Misconduct should be directly reported to the Title IX Coordinator.