

BRONX COMMUNITY COLLEGE
West 181 Street & University Avenue
Bronx, NY 10453-3102

Director of Public Safety
John P. McKee
718-289-5923

Bronx Community College's Annual Security Report includes statistics for the previous three years concerning reported crimes that occurred on campus; in certain off-campus buildings owned or controlled by Bronx Community College; and on public property within, or immediately adjacent to and accessible from the campus. The report also includes institutional policies concerning campus security, such as policies concerning alcohol and drug use, crime prevention, the reporting of crimes, sexual assault, and other matters.

The college, a component of The City University of New York, is an urban community college whose primary mission is to provide students with a foundation in general education, knowledge of history and culture, and preparation for a variety of career options. The college recognizes its obligation to provide access without impediment to those who seek its services, to meet the needs of its ethnically and linguistically diverse student body, to provide quality programs and instruction, and to provide ample support services in order to create every opportunity for each student's success.

The campus is located in the University Heights section of the Bronx, a borough of New York City with a population of approximately 1.2 million people. The 50-acre site overlooks the Harlem River and is made up of 30 buildings located on or contiguous to the main campus. Bronx Community College is also the site of The Hall of Fame for Great Americans, a national landmark institution created in 1900 to honor men and women who made major contributions to the American experience, which attracts visitors throughout the year.

The college enrolls approximately nine thousand one hundred degree program students who attend day and evening classes. Approximately two-thirds of these students are female. In addition, the college, through the Office of Continuing Education and Community Services, develops and conducts career and job training programs, educational upgrading, and family support services for the Bronx community. These programs serve in excess of twenty thousand multi-cultural individuals during the academic year.

The college employs approximately 649 full-time faculty staff and 205 part-time/adjunct staff members.

Crime Reporting Procedure

Faculty, staff, students, and others who may be on campus or on the contiguous geographic perimeter of the campus are asked to promptly report any past crime, attempted crime, or actual criminal activity to the Department of Public Safety. The department will expeditiously respond to the condition reported and make necessary notifications to the local police precinct. Criminal activities, as well as other emergencies, can be reported by:

1. Calling the Department of Public Safety's emergency telephone line (718) 289-5911. Extension 5911 may be dialed within the college's telephone system.
2. Using the Emergency Assistance call boxes located at various sites throughout the campus.
3. Reporting the information to any member of the Department of Public Safety or in person at the Public Safety Office located in Loew Hall – Fifth Floor.

4. Victims or witnesses may report crimes on a voluntary confidential nature to college officials who will forward only the report of the crime – without divulging the name of victim or witness – to the Department of Public Safety for inclusion in the annual crime report. Counseling staff are encouraged to report incidents to Public Safety for inclusion in the annual report (if they deem it appropriate) on a voluntary and confidential basis.

In the event that the situation you observe or are involved in is of an extreme or life-threatening nature you can call 911, the New York City Police Department's emergency phone number. If you make a 911 call please also notify the Department of Public Safety. They will also respond to assist and direct the police and other emergency personnel to the reported emergency.

The college does not have any recognized off-campus student organizations or housing facilities.

Off-Campus Crimes and Safety Hazard Monitoring

Information about off-campus crimes, health hazards, and other potential safety hazards that may impact upon the general welfare of our college community is assembled by members of the public safety staff. The information is obtained from the local precincts that patrol the periphery of the campus grounds and from a liaison with Community Board #5. The local police precincts responsible for the compiling and analyzing of related crime statistics are: the 46th Police Precinct, located at 2120 Ryer Avenue, Bronx, New York 10458 and the 52nd Police Precinct, located at 3016 Webster Avenue, Bronx, New York 10467. Community Board #5 is located on Bronx Community College campus grounds (McCracken Hall).

Public Safety and Security Services

Bronx Community College's main campus grounds, the contiguous geographic perimeter of the main campus, the off-campus sites, the entry gates, and the parking areas are patrolled on a 24-hour basis by Public Safety Officers. Public Safety Officers are sworn law enforcement/NYS Peace Officers under Criminal Procedure Law 2.10 subsection 79 and have the powers of arrest.

At Bronx Community College, incidents of a criminal nature that are reported to a Campus Peace Officer are reported directly to the NYPD on behalf of the complainant. The City University of New York and Bronx Community College have Memorandums of Understanding with the NYPD for emergency, non emergency and investigative response. Currently, the Department has 30 Public Safety Officers. The department consists of 30 Peace Officers assigned to patrol the campus.

Additionally, the college employs 10 Campus Security Assistants who are assigned to parking lots and other fixed posts. Campus Security Assistants are licensed as NYS Licensed Security Guards and do not have arrest powers (outside of the powers of a private citizen)

The Public Safety Department also oversees the electronic intrusion alarm system that protects various buildings as well as the fire alarm response system. Supplementing these campus security systems are Emergency Help Call Buttons that have been installed in administrative offices and Emergency Assistance Call Boxes that are conspicuously located on campus grounds.

Campus Security Authorities

Vice President of Student Development
Director of Athletics

Emergency Notification & Response

The college participates in the University-wide CUNYALERT System. Upon activation by the college, this system sends messages during emergency events via email, text message and telephone (land-line/cellular). This system is tested monthly for administrative users and one (1) full scale test of the system to all users (students/faculty/staff) annually. New students and employees are also provided with information on signing up for CUNYALERT at orientations. A notification will be sent upon confirmation of a significant emergency (unless such notification presents an undue safety risk).

The college conducts evacuation and fire drills three (3) times per year. During these drills, building occupants are familiarized with campus evacuation procedures. Each building has assigned fire/evacuation floor wardens that provided training and direction to the college community during drills and actual emergency events.

Public Safety Awareness & Crime Prevention Programs

The Department of Public Safety issues safety alert bulletins when deemed necessary and provides Timely Warning Notices (Paper/electronic form) to the campus community when serious crimes occur in areas on or near the campus. The department maintains a relationship with the New York City police precincts that are responsible for the public safety of the campus and its surrounding areas. All crimes reported to the Department of Public Safety are promptly reported to the local police precinct concerned and a record of each report made to the local precincts is maintained as part of the department's statistics cataloguing. Staff members also attend crime prevention seminars that are conducted by the New York City Police Department.

Additionally, a public safety officer is designated Crime Prevention Officer and is assigned to conduct follow-up investigations for all crimes committed on campus. This officer also advises and makes recommendations to complainants and victims relative to the prevention of future criminal acts.

Along with the Office of the Vice President of Administration and Finance, Campus Facilities, and Physical Plant Services, the Director of Public Safety conducts on-going reviews of campus grounds and facilities. Special emphasis is placed on the need to ensure safe accessibility to buildings with special attention to landscape hazards as well as inadequate lighting. Students are encouraged to

All public safety personnel, while on patrol, report potential safety and security hazards as well as entry door problems and elevator malfunctions. Crime prevention seminars are scheduled each semester and members of the college community are encouraged to actively participate in their own safety and the safety of others.

Access to Facilities

Access to campus buildings is limited to faculty, staff, students, guests and visitors who are conducting official college business. When entering upon campus grounds, all faculty, staff and students are required to display their college identification card.

There are ten (10) vehicular and pedestrian entrance gates located around the perimeter of the campus. Only two of these entrances are open during regular hours and are manned by officers. Vehicles are admitted only at the main entrance on Hall of Fame Terrace.

The University Avenue gate is a pedestrian only entry point. All pedestrians and operators of vehicles are requested to show identification upon entering campus.

Administrators, faculty and staff are issued keys to their respective offices and/or buildings. All buildings are locked after scheduled classes or special events. During non-business hours when the college is closed entry to buildings

is not allowed except with written authorization. The college also maintains a Central Station alarm monitoring station on campus.

University Policy Relating to Drugs and Alcohol

It is the policy of The City University of New York and this college that:

Any action or situation which recklessly or intentionally endangers mental or physical health or involves the forced consumption of liquor or drugs for the purpose of initiation or affiliation with any organization is prohibited.

The unlawful manufacture, distribution, dispensation, possession, or use of illegal drugs or other controlled substances by University students, employees, or visitors on University/College premises or as part of any University/College activity is prohibited. Employees of the college must also notify the College Personnel Director of any criminal drug statute conviction for a violation occurring in the workplace not later than (5) days after such conviction.

The unlawful possession, use, or distribution of alcohol by students, employees, or visitors on University/College premises is prohibited.

University Policy Relating to Weapons

No one within the University community (including visitors), except Campus Peace Officers, pursuant to authorization of the College President, shall have in his/her possession a rifle, shotgun, firearm, or any other dangerous instrument or material that can be used to inflict bodily harm on an individual or damage to a building or the grounds of the campus.

College Code of Behavior

In order to ensure the continued enhancement of the positive image and reputation of all members of the college community, and in the interest of promoting student and faculty welfare at the college, the following Code of Behavior is in effect at Bronx Community College:

1. Gambling and the sale of illegal drugs (including marijuana), are illegal in New York State; therefore, violators will be subject to disciplinary action and/or arrest.
2. Any person who fails to show his or her I.D. card upon request from a college official may be considered a trespasser and subject to arrest.
3. Use of alcoholic beverages is prohibited on campus, except for the consumption of beer and/or wine at special events sponsored by chartered student groups under the supervision of a faculty advisor. Such events must be approved by the Vice President for Student Development. Any person under 21 years of age in New York State is forbidden to purchase or consume alcoholic beverages and the College enforces the law.
4. Any student violating the Code of Behavior or any law or regulation established by the College, City, State, or Federal Government (including the use of drugs), shall be subject to the formal disciplinary procedures as outlined in Articles 15.3 to 15.5 of the Board of Higher Education Bylaws and Sanctions as listed in the Board of Higher Education Bylaws and Article 129A of the Education Law. The initiation of disciplinary procedures requires a pre-disciplinary hearing by a counselor from the Office of the Vice President for Students Development, as set up in line with the requirements of the Bylaws of the Board of Trustees.

This action occurs immediately following an incident which is judged to be an infraction of the law or the Behavior Code in order to determine whether or not the case should be referred to the Student-Faculty Disciplinary Committee.

In emergency or extraordinary circumstances, immediate suspension can be effectuated pending a hearing within seven (7) school days.

5. All other persons who violate New York State or Federal laws that govern gambling activities, the use of alcohol, and the possession, distribution, or consumption of any controlled substance will be subject to arrest.

Alcohol and Substance Abuse Program

The college's Alcohol/Substance Abuse Program is a part of the Department of Student Development. The purpose of this program is to:

1. Educate students about alcohol and substance abuse.
2. Identify students with problems related to alcohol and substance abuse.
3. Intervene in the lives of students who are affected by such abuse.
4. Provide counseling and/or referral for students with problems.

Strategies for Education and Prevention of Alcohol and Substance Abuse

1. College-wide workshops on substance abuse that focus on drugs, alcohol, cigarettes, and food.
2. Ongoing availability of pamphlets, books, videos, and audios designed to heighten awareness and provide information on the subject.
3. Individual and group counseling and referral.

College Resources

Psychological Services

Dr. Elizabeth Slaughter, Director
Loew Hall – Room 210 Ext. 5873

Self-Help and Referral Services

Alanon (Families of Alcoholics)
Phone # (212) 302-7240

Alcoholics Anonymous (English)
Phone # (212) 252-7022
(800) 333-2294

Cocaine Abuse 24hr. Assistance & Treatment
Phone # (800) 234-1253
Crack Hotline (212) 374-KRAK Non-Emergency Reporting of Drug Activity.

Cocaine Anonymous
Phone # (212) 929-7300
Hotline (212) 262-2463

Narcotics Abuse 24hr. Helpline
Phone # (800) 234-0420

Treatment Programs

Bronx Alcohol Crisis Center
Phone # (718) 904-0026
1500 Waters Pl. Bldg. 13
Bronx, New York 10461

Daytop Village, Inc.
Phone # (718) 822-1217
16 Westchester Square
Bronx, New York 10461

Project Return Foundation
Phone # (718) 294-4184
62-66 West Tremont Avenue
Bronx, NY 10453

Samaritan Village, Inc.
Phone # (718) 657-8010
88-83 Van Wyck Expressway
Jamaica, New York 11435

Van Etten Hospital
Phone # (718) 918-4487
Out-Patient Detoxification
Phone # (718) 918-4492
Morris Park Avenue & Pelham Parkway South
Bronx, NY 10461

Veteran's Administration Hospital
Phone # (718) 584-9000
130 W. Kingsbridge Road
Bronx, NY 10468
For Veterans Only

Sex Offenses

Reporting Procedures

If a student wishes to report the occurrence of a sex offense, he or she should be guided by the following procedure:

1. Report the incident to the Department of Public Safety (718) 289-5390. A formal report will be made of the allegation and a copy of the report will be forwarded to the Office of the Vice President for Student Development.
2. Report the incident to the college's Sexual Harassment Investigation Coordinator. A formal report will be made of the allegation and, with authorization of the complainant, a copy of the report will be forwarded to the Department of Public Safety for an appropriate investigation.
3. In case of an emergency, a student can also call the New York City Police Department. It is important to note that if you are a victim of a sex offense, **do not destroy any evidence and do not take a shower or bath**. Clothing worn during the assault must not be discarded. It is important physical evidence that will assist with an investigation. The Department of Public Safety will assist with notification of other law enforcement authorities if a request is made by a complainant.

Files relating to sex offenses are kept confidential by the Department of Public Safety and by the Sexual Harassment Investigation Coordinator.

Definitions of Sex Offenses

Sexual Misconduct

A person is guilty of sexual misconduct when:

1. Being a male, he engages in sexual intercourse with a female without her consent; or
 2. He engages in deviate sexual intercourse with another person without the latter's consent; or
 3. He engages in sexual conduct with an animal or a dead human body.
- Sexual misconduct is a class A misdemeanor

Sexual Assault is defined as:

- Any sexual act committed or attempted against a person's will.
- Forced sexual contact by dates, spouses, family members, acquaintances or strangers

Rape in the third degree

A person is guilty of rape in the third degree when:

1. He or she engages in sexual intercourse with another person to whom the actor is not married who is incapable of consent by reason of some factor other than being less than seventeen years old; or
2. Being twenty-one years old or more, he or she engages in sexual intercourse with another person to whom the actor is not married less than seventeen years old. Rape in the third degree is a class E felony.

Rape in the second degree

A person is guilty of rape in the second degree when, being eighteen years old or more, he or she engages in sexual intercourse with another person to whom the actor is not married less than fourteen years old. Rape in the second degree is a class D felony.

Rape in the first degree

A person is guilty of rape in the first degree when he or she engages in sexual intercourse with another person:

1. By forcible compulsion; or
2. Who is incapable of consent by reason of being physically helpless; or
3. Who is less than eleven years old. Rape in the first degree is a class B felony.

Criminal Sexual Act in the third degree

A person is guilty of a Criminal Sexual Act in the third degree when:

1. He or she engages in oral/anal sexual conduct with a person who is incapable of consent by reason of some factor other than being less than seventeen years old; or
2. Being twenty-one years old or more, he engages in oral anal sexual intercourse with a person less than seventeen years old.

Criminal Sexual Act in the third degree is a class E felony.

Criminal Sexual Act in the second degree

A person is guilty of a Criminal Sexual Act in the second degree when, being eighteen years old or more, he or she engages in oral/anal sexual intercourse with another person less than fourteen years old.

Criminal Sexual Act in the second degree is a class D felony.

Criminal Sexual Act in the first degree

A person is guilty of a Criminal Sexual Act in the first degree when he or she engages in oral/anal sexual intercourse with another person:

1. By forcible compulsion; or
2. Who is incapable of consent by reason of being physically helpless; or
3. Who is less than eleven years old.
- 4.

Criminal Sexual Act in the first degree is a class B felony.

Sex Offenses are defined in the following sections of the New York State Penal Law:

CRIME	PENALTY
Sexual Misconduct	1 year in prison
Rape, 3 rd degree	No more than 4 years in prison
Rape, 2 nd degree	No more than 7 years in prison
Rape, 1 st degree	6-25 years in prison
Criminal Sexual Act, 3 rd degree	No more than 4 years in prison
Criminal Sexual Act, 2 nd degree	No more than 7 years in prison
Criminal Sexual Act, 1 st degree	6-25 years in prison
Sexual Abuse, 3 rd degree	Up to three months in prison
Sexual Abuse, 2 nd degree	1 year in prison
Sexual Abuse, 1 st degree	No more than 7 years in prison

Campus Sex Crimes Prevention Act

The New York State Division of Criminal Justice Services maintains a registry of convicted sex offenders which is available to local law enforcement agencies, including CUNY's Public Safety Departments. To obtain information about a Level 2 or Level 3 registered sex offender you may:

- Contact the police department in the jurisdiction in which the offender resides and/or in which the college is located.
- Contact John McKee, Director of Public Safety, at 718-289-5923.
- Call the Division's sex offender registry at (800) 262-3257.

To obtain information about Level 3 offenders only, you may:

- Contact the Division's sex offender registry web site – www.criminaljustice.state.ny.us/nsor/sor-about.htm And then click on "Search for Level 3 Sex Offenders;" or
- Access the Division's Level 3 subdirectory electronically or via CD – ROM at the college's public safety department or the local law enforcement agency for the jurisdiction in which the offender resides.

Preventing Date Rape

- Talk clearly about sexual expectations with your date. Make it clear before you get into a sexual situation what your limits are. If you mean no, say it clearly and firmly.
- Don't go to a secluded place with someone you've just met or don't know well. Suggest meeting at public places. Drive your own car, use public transportation or have enough money for a taxi. Especially don't go to your date's apartment or invite him to yours if you are just getting to know him. Date rape occurs most often in the rapist's home.
- Beware of the impact of alcohol and other drugs on your judgment and that of your date. These drugs often play a role in sexual assault.

Preventing Stranger Rape

- Be alert and aware of your surroundings, both inside and outside. Notice people, the lighting, and access to phones and exits.
- Use elevators, stairs and restrooms in well-traveled areas. Don't study alone in an empty classroom.

- Learn to be willing to make a scene by speaking up or drawing attention to yourself if you feel threatened, frightened or uncomfortable. Listen to and act upon your gut feelings and instincts.
- If anything makes you feel uncomfortable, run to an open office, store, etc.
- While on campus call Public Safety for an escort.
- Avoid deserted parking lots, empty laundry rooms and other poorly lit or poorly populated locations. When possible walk with a friend instead of walking alone in secluded areas or at night.
- Always keep your apartment door locked. If you live with a fire escape outside a back window, you must secure the window with a fire department-approved gate, an alarm, or some barrier system. A window lock is not enough. Always close your blinds/shades/curtains at night.
- When riding the subways during less traveled times of day, ride in the middle car with the conductor or the first car with the engineer.

Disciplinary Procedure

If a college disciplinary procedure is conducted because of an allegation of rape or other sex offenses (forcible or non-forcible), the possible sanctions that may be imposed are outlined in the Bronx Community College Campus Behavior Code (page 46) and in the Bronx Community College Catalog. Students involved with on-campus disciplinary actions that are related to an allegation of a sexual assault are entitled to the following on-campus disciplinary standards:

Notice of Hearing Charges

Notice of the charge(s) and of the time and place the hearing shall be personally delivered or sent by the chief student affairs officer of the college to the student at the address appearing on the records of the college, by registered or certified mail and by regular mail.

The hearing shall be scheduled within a reasonable time following the filing of the charges or the conciliation conference. Notice of at least five business days shall be given to the student in advance of the hearing unless the student consents to an earlier hearing.

The notice shall contain the following:

1. A complete and itemized statement of the charge(s) being brought against the student including the rule, bylaw or regulation he/she is charged with violating, and the possible penalties for such violation.
2. A statement that the student has the following rights:
 - To present his/her side of the story
 - To present witnesses and evidence on his/her behalf
 - To cross examine witnesses presenting evidence against the student
 - To remain silent without assumption of guilt
 - To be represented by legal counsel or an advisor at the student's expense.
3. A warning that anything the student says may be used against him/her at a non-college hearing.

If requested, a victim's academic situation will be changed if reasonably available.

If an accused party is found guilty or if the accused considers the Faculty – Student Disciplinary Committee decision unfavorable, he or she has the right to appeal.

Education Programs

Bronx Community College conducts on-going workshops relating to sex education and sex offenses (including Rape and Acquaintance Rape) during the school year. Guest speakers from social work agencies, health agencies, and law enforcement agencies are also invited to make presentations to the college community. These workshops and speaking engagements are planned and scheduled through the Office of the Vice President for Student Development. In addition, appropriate safety pamphlets that promote awareness of rape, acquaintance rape, and other sex offenses are distributed by the Department of Public Safety.

College and Community Counseling and Support Services for Sex Offense Victims

Ray Canals
Investigation Coordinator
Meister Hall – Room 317A
(718) 289-5636

Health Service
Ms. Dorothy Muller, College Nurse
Loew Hall – Room 101
(718) 289-5858

Psychological Service
Dr. Elizabeth Slaughter, Director
Loew Hall – Room 210
(718) 289-5873

NYC Police Department
Dial 911 or call NYPD Sex Crimes Unit
(212) 267-RAPE

Bronx Victim's Service Center
2530 Grand Concourse
Bronx, New York 10458
(718) 538-3441

Sexual Harassment

It is the policy of The City University of New York and this college 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 policy of equal employment and academic opportunity without regard to age, sex, sexual orientation, alienage or citizenship, religion, race, color, national or ethnic origin, handicap, and veteran or marital status. Sexual harassment is illegal under Federal, State, and City laws, and will not be tolerated within the University.

This policy is related to and is in conformity with the equal employment opportunity policy of the University to recruit, employ, retain, and promote employees without regard to sex, age, race, color, or creed. Prompt investigation of allegations will be made on a confidential basis to ascertain the veracity of complaints and appropriate correction will be taken.

It is a violation of University policy for any member of the University community to engage in sexual harassment or to retaliate against any member of the University community for raising an allegation of sexual harassment, for filing a complaint alleging sexual harassment, or for participating to determine if sexual harassment has occurred.

Sexual Harassment Defined

Sexual harassment takes many forms, ranging from persistent jokes of a sexual nature to physical assault. It happens when one person intimidates, coerces, or humiliates another because of gender or sexual preference. It may involve threats that you will lose your job, not be promoted or that you will fail in class. Sexual harassment creates confusion because the boundary between professional roles and personal relationships is blurred. Your co-workers, supervisors, professors or fellow students may make you uncomfortable in your work or learning environment because they have introduced a sexual element into what should be a collegial situation.

In accordance with guidelines issued by the U.S. Department of Education Office of Civil Rights and the Equal Employment Commission, the University has defined sexual harassment in the academic setting as unwelcome sexual advances, requests for sexual favors, other verbal or written communications, or physical conduct of a sexual nature when:

- Submission to such conduct is made either explicitly or implicitly as a term or condition of an individual's employment or academic standing.
- Submission to or rejection of such conduct by an individual is used as the basis for employment or academic decisions affecting such individual.
- Such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile, or offensive working environment.

Sexual harassment can occur between individuals of different sexes or of the same sex. Although sexual harassment most often exploits a relationship between individuals of unequal power (such as between faculty/staff member and student, supervisor and employee, or tenured and untenured faculty

members), it may also occur between individuals of equal power (such as between fellow students or co-workers), or in some circumstances even where it appears that the harasser has less power than the individual harassed (for example, a student sexually harassing a faculty member). A lack of intent to harass may be relevant to, but will not be determinative of, whether sexual harassment has occurred.

Types of Harassment

Gender harassment: Generalized sexist remarks and behavior which convey insulting, degrading, or sexist attitudes

Seductive Behavior: Unwanted, inappropriate, and offensive physical or verbal sexual advances

Sexual Bribery: Solicitation of sexual activity or other sex-linked behavior by promise of reward

Sexual Coercion: Coercion of sexual activity or other sex-linked behavior by threat of punishment

Examples of Sexual Harassment

Sexual harassment may take different forms. Using a person's response to a request for sexual favors as a basis for an academic or employment decision is one form of sexual harassment. Examples of this type of sexual harassment (known as *quid pro quo* harassment) include, but are not limited to, the following:

- Requesting or demanding sexual favors in exchange for employment or academic opportunities (such as hiring, promotions, grades or recommendations);
- Submitting unfair or inaccurate job or academic evaluations or grades, or denying training, promotion, or access to any other employment or academic opportunity, because sexual advances have been rejected.

Other types of unwelcome conduct of a sexual nature can also constitute sexual harassment, if sufficiently severe or pervasive that the target does find, and a reasonable person would find, that an intimidating, hostile or abusive work or academic environment has created. Examples of this kind of sexual harassment (known as hostile environment harassment) include, but are not limited to, the following:

- Sexual comments, teasing, or jokes; sexual slurs, demeaning epithets, derogatory statements, or other verbal abuse;
- Graphic or sexually suggestive comments about an individual's attire or body;
- Inquiries or discussions about sexual activities;
- Pressure to accept social invitations, to meet privately, to date, or to have sexual relations;
- Sexually suggestive letters or other written materials;
- Sexual touching, brushing up against another in a sexual manner, graphic or sexually suggestive gestures, concerning, pinching, grabbing, kissing, or fondling;
- Coerced sexual intercourse or sexual assault.

Some Adverse Consequence of Harassment

- Changing college or graduate school major
- Leaving job, college, or city
- Depression, anxiety, loss of self-esteem
- Headaches, nausea, weight loss or gain, insomnia, high blood pressure, gastrointestinal disorders
- Stress in relationships with coworkers, friends and family

Consensual Relationships

Amorous dating or sexual relationships that might be appropriate in other circumstances have inherent dangers when they occur between a faculty member, supervisor, or other member of the University community and any person for whom he or she has a professional responsibility. These dangers can include: that a student or employee may feel coerced into an unwanted relationship because he or she fears that refusal to enter into the relationship will adversely affect his or her education or employment; that conflicts of interest may arise when a faculty member, supervisor, or other member of the University community is required to evaluate the work or make personnel or academic decisions with respect to an individual with whom he or she is having a romantic relationship; that students or employees may perceive that a fellow student or coworker who is involved in a romantic relationship will receive an unfair advantage; and that if the relationship ends in a way that is not amicable, either or both of the parties may wish to take action to injure the other party.

Faculty members, supervisors, and other members of the University community who have professional responsibility for other individuals, accordingly, should be aware that any romantic or sexual involvement with a student or employee for whom they have such a responsibility may raise questions as to the mutuality of the relationship and may lead to charges of sexual harassment. For the reasons stated above, such relationships are strongly discouraged.

For purposes of this section, an individual has "professional responsibility" for another at the University if he or she performs functions including, but not limited to, teaching, counseling, grading, advising, evaluating, hiring, supervising, or making decisions or recommendations that confer benefits such as promotions, financial aid, awards or other remuneration, or that may impact upon other academic or employment opportunities.

This policy shall be interpreted so as to constitute interference with academic freedom.

Members of the University community who make false and malicious complaints of sexual harassment, as opposed to complaints which, even if erroneous, are made in good faith, will be subject to disciplinary action.

The University shall develop procedures to implement this policy. The President of each constituent college of the University, the Deputy Chancellor at the Central Office, and the Dean of the Law School shall have ultimate responsibility for overseeing compliance with this policy at his or her respective unit of the University. In addition, each dean, director, department chairperson, executive officer, administrator, or other person with supervisory responsibility shall be required to report any complaint of sexual harassment to an individual or individuals to be designated in the procedures. All members of the University community are required to cooperate in any investigation of a sexual harassment complaint.

There is a range of corrective actions and penalties available to the University for violations of this policy. Students, faculty, or staff who are found, following applicable disciplinary proceedings, to have violated this policy are subject to various penalties, including termination of employment and permanent dismissal from the University.

Any member of the University community may report allegations of sexual harassment to any member of the Sexual Harassment Panel. The panel is comprised of a cross-section of the college community. A listing of panel member names and telephone numbers is broadly disseminated through educational materials. Employees covered by collective bargaining agreements may use their contractual grievance procedures or report such allegations directly to a member of the panel. Members of the University community who believe themselves to be aggrieved under the Sexual Harassment Policy are strongly encouraged to 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.

A copy of the CUNY Policy against Sexual Harassment is printed in the college catalog, available at the Personnel Office, and is distributed through workshops and educational programs.

(Updated September 25, 2009)

