

To: The Hunter College Campus Community, Students, Faculty and Staff

From: Nancy Cantor, *President, Hunter College* 

Date: September 1, 2024

Subject: Reaffirmation of Commitment to the CUNY Policy on Sex-Based Misconduct

I write to you to reaffirm Hunter College's commitment to combatting sex-based misconduct by preventing, investigating and eliminating sex-based misconduct and sex-based discrimination. Hunter is dedicated to effectively implementing the City University of New York (CUNY) Policy on Sex-Based Misconduct (established 2024) and all related Federal, State and City Laws and regulations to combat sex-based harassment and sex-based discrimination. Hunter's goal is to maintain a safe space for all campus community members, who are knowledgeable about where to report incidents of alleged sex-based misconduct, and provide resources available to them.

Sex-Based Misconduct is an umbrella term that includes among other things, Sex-Based harassment, such as hostile environment and quid pro quo harassment, sexual assault penetration and contact, stalking, domestic violence, intimate partner/dating violence, and sex-based discrimination and related misconduct, such as discrimination based on sex characteristics, sex stereotypes, sexual orientation, gender identity, pregnancy or related conditions. All sex-based misconduct is prohibited by CUNY's policy, which was adopted by the Board of Trustees in 1995, revised in 2005, 2008, 2010, 2012, 2014, 2015, 2018, 2020 and 2024. Every student, faculty member, staff member and administrator are encouraged to become aware of and support the CUNY Policy on Sex-Based Misconduct. The text of the CUNY Policy on Sex-based Misconduct can be found at <https://www.hunter.cuny.edu/diversityandcompliance/title-ix>

Furthermore, the Hunter Policy prohibits retaliation, knowingly submitting false statements or information, voyeurism and invasion of privacy and intimate relations between employees and students, for whom the employee has a professional responsibility.

In accordance with CUNY procedures, Hunter College is responsible for investigating complaints of sex-based misconduct brought by members of the campus community. Consultation requests, questions about policy or procedure, reports, and/or complaints should be directed to the **Title IX Coordinator, John T. Rose**. There is a **Title IX Team** at Hunter to ensure effective response and compliance. For information on the Title IX Team please visit: <https://hunter.cuny.edu/diversity-and-compliance/title-ix-and-sexual-misconduct/>

Hunter takes all allegations of sex-based misconduct seriously. Please note that there is also always an option for individual to file with outside agencies such as, law enforcement, the US Department of Education, or Office of Civil Rights. More information can be found online here <https://www2.ed.gov/about/offices/list/ocr/index.html>

Mandatory Reporters are those who under the law and CUNY Policy, **must** report any incidents of sex-based misconduct to the Title IX Coordinator, as soon as they know. This includes every employee who has authority to institute corrective measures on behalf of CUNY on who has responsibility for administrative leadership teaching or advising, except for those who have been designated as "Confidential Employees". [The Office of Diversity and Compliance website](https://www.hunter.cuny.edu/diversityandcompliance/title-ix) resource page has a non-exhaustive list of title and roles of employees who are Mandatory Reporters. Everyone else is **strongly encouraged** to report incidents of sex-based misconduct. <https://www.hunter.cuny.edu/diversityandcompliance/title-ix>

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. Bystander intervention is also encouraged to stop the sex-based harassment, where possible.