



## National Domestic Violence Awareness Month

October is National Domestic Violence Awareness Month. It is also a good time to ensure the Lehman College community is aware of the policies, procedures, and resources in effect at CUNY and Lehman to prevent and address domestic violence.

The City University of New York disapproves of violence against women, men, or children in any form, whether as an act of workplace violence or in any employee's personal life. Domestic violence is best understood as a pattern of abusive behaviors including physical, psychological, sexual, and economic coercion, used by one person against an adult intimate partner to gain or maintain power and control in the relationship.<sup>1</sup>

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 of all applicable laws governing domestic violence in the workplace and the academic environment, to promoting the health and safety of its employees and students, and to making a significant and continual difference in the fight to end domestic violence.

CUNY's Policy on Domestic Violence and the Workplace and the Policy on Sexual Misconduct define key terms, describe campus procedures to address domestic violence and sexual misconduct and, provide information about on and off-campus resources available to Lehman College employees, students and visitors. Both policies are summarized below; the full text of each policy statement is posted to the Lehman College website. We encourage you to become familiar with the policies and to consult the designated policy liaison(s) if you have a question or need assistance.

## CUNY Policy on Domestic Violence and the Workplace

The Policy on Domestic Violence and the Workplace mandates that we will not discriminate against victims of domestic violence or persons perceived as domestic violence victims in employment, make inquiries about a job applicant's current or past domestic violence victimization and, employment decisions will not be based on any such assumptions.

### Accountability for Employees who are Offenders

The College will hold accountable any and all employees who engage in the following behavior: 1) using CUNY/College resources to commit an act of domestic violence; 2) committing an act of domestic violence from or at the workplace from any location while on official College business; or 3) using their job-related authority and/or College resources to negatively affect victims, and/or assist perpetrators in locating a victim and/or in perpetrating an act of domestic violence.

The Policy also provides guidance about the workplace safety response plan (see Public Safety web page for the Lehman College workplace violence safety plan), reporting requirements, training, firearms, training, law enforcement and legislation and the confidentiality of the information that is reported.

## CUNY Policy on Sexual Misconduct

The Policy on Sexual Misconduct prohibits sexual harassment, gender-based harassment, and sexual violence against any CUNY student, employee or visitor. The Policy also prohibits retaliation against someone who complains about or who assists someone to file a sexual harassment, gender-based harassment, or sexual violence complaint. It also prohibits retaliation against someone who participates in the investigation or resolution of a sexual harassment, gender-based harassment, or sexual violence complaint. The Policy provides guidance about intimate relationships between faculty or employees and students and between supervisors and employees, the reporting/confidentiality obligations of College and University employees, the assistance and support that is available, the complaint procedures and reporting suspected child abuse.

### Relationships between Faculty or Employees and Students

Amorous dating or sexual activity or relationships ("intimate relationships"), even when apparently consensual, are inappropriate when they occur between a faculty member or employee and any student for whom he or she has a professional responsibility. Those relationships are inappropriate for several reasons including the unequal power dynamic between students and faculty members and between students and employees who advise or evaluate them. If the relationship ends in a way that is not amicable, the relationship may lead to charges of and possible liability for sexual harassment. Therefore, faculty members and other employees are prohibited from engaging in intimate relationships with students for whom they have a professional responsibility, including undergraduates, graduate and professional students and postdoctoral fellows.

### Useful Links

- The Policy on Domestic Violence and the Workplace can be accessed from this URL: <http://www.lehman.edu/academics/documents/DomesticViolenceandtheWorkplace.pdf>
- Lehman College Department of Public Safety: <http://www.lehman.edu/lehman/public-safety/>

<sup>1</sup> **Intimate Partner** includes persons legally married to one another; persons formerly married to one another; persons who have a child in common, regardless of whether such persons are married or have lived together at any time; couples who live together or have lived together; or persons who are dating or who have dated in the past, including same sex couples.

## Relationships between Supervisors and Employees

Many of the concerns about intimate relationships between faculty members or employees and students also apply to relationships between supervisors and the employees they supervise. Those relationships are **strongly discouraged**. Furthermore, supervisors are **required** to disclose any such relationship to their supervisors in order to avoid or mitigate conflicts of interest in connection with the supervision and evaluation of the employees with whom they have an intimate relationship.

## Dating, Domestic and Intimate Partner Violence

There are a range of services available to employees who are victims of dating, domestic and intimate partner violence that affects their employment. Lehman's Office of Human Resources will help the employee to determine the best use of his/her leave benefits (if needed) and allow the employee to make reasonable changes to his/her benefits wherever available and permissible. The staff will also help employees to identify the documentation needed to support absences from work and assist with safety-related needs at the workplace.

## Reporting/Confidentiality Obligations of College Employees

An individual who speaks to a College or CUNY employee about sexual harassment, gender-based harassment, or sexual violence should be aware that employees fall into three categories: (1) confidential employees, who have an obligation to maintain a complainant's confidentiality regarding the incident; (2) responsible employees, who are required to report the incident(s) to the Title IX Coordinator; and (3) all other employees, who are strongly encouraged but are not required to report the incident(s). You should refer to the policy statement for the list of positions/titles designated as responsible and confidential employees.

## Campus Contacts for CUNY's Policy on Sexual Misconduct

	Employees	Students	Visitors
Dawn Ewing Morgan, Title IX Coordinator, (718) 960-8111	x	x	x
Eric Washington, Director of Human Resources, (718) 960-8181	x		
Fausto Ramirez, Director of Public Safety, (718) 960-8593	x	x	x
José Magdaleno, Vice President of Student Affairs, (718) 960-8241		x	
Residence life staff in the Bedford Park Residence Hall, (347) 680-2030		x	x
Public Safety (on campus emergency) 718-960-7777	x	x	x

## Useful Links

- The CUNY Policy on Sexual Misconduct can be accessed from this URL:  
<http://www.cuny.edu/about/administration/offices/la/Policy-on-Sexual-Misconduct-12-1-14-with-links.pdf>
- The Student Sexual Misconduct Complainant's Bill of Rights is posted to this site:  
<http://www.cuny.edu/about/administration/offices/la/CUNYStudentSexualMisconductComplainantsBillOfRights120214.pdf>
- The Title IX website can be accessed from this link:  
<http://www1.cuny.edu/sites/title-ix/combating-sexual-misconduct-title-ix/campus/lehman-college/>

## Campus Resources

Employees who want more information about the Domestic Violence in the Workplace Policy are encouraged to speak with:

- Eric Washington, Director of Human Resources, Shuster Hall 230, **718-960-8181**, OR
- Fausto Ramirez, Director of Public Safety, Apex 109, **718-960-8593**

## Community Resources

- NYC Family Justice Centers (safe walk-in centers for victims of domestic violence)  
<http://www.nyc.gov/html/ocdv/html/faq/fjc.shtml>
- NYC Domestic Violence Hotline 1-800-621-HOPE
- NYC Alliance Against Sexual Assault  
[http://www.svfreenc.org/survivors\\_hotline.html](http://www.svfreenc.org/survivors_hotline.html)
- The NYC Anti-Violence Project (empowers LGBTQ and HIV-affected communities and allies to end all forms of violence through organizing and education, and supports survivors through counseling and advocacy)  
<http://www.avp.org/>
- NYC Police Emergency 911
- 52nd Precinct 718-220-5811
- **Crime Victims Assistance Unit** 718-590-2115
- This link will direct you to list of emergency contacts and resources maintained by The City University of New York  
[http://www.svfreenc.org/survivors\\_emergency.html](http://www.svfreenc.org/survivors_emergency.html)



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