



Newsletter
Summer Issue 2025



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WHAT IS...?

SEXUAL VIOLENCE

Sexual violence encompasses sexual assault, dating, domestic violence, intimate partner violence, and certain stalking forms. It involves any sexual contact without consent or through intimidation or coercion. Consent cannot be given if an individual is incapacitated, such as due to intoxication. Examples of sexual violence include any nonconsensual sexual activity or unwanted physical contact, such as touching, groping, kissing, caressing, or pinching.

DATING/INTIMATE PARTNER DOMESTIC VIOLENCE

Dating/IP/Domestic violence is a pattern of coercive behavior that can include physical, psychological, sexual, economic and emotional abuse. It can consist of actions or threats of actions that intimidate, humiliate, isolate, frighten, coerce, threaten, blame or hurt someone. It can also consist of a single incident of sexual assault. Rape or any sexual offense, whether on a date or not, or by someone you know or do not know, is the same criminal offense. On college campuses, alcohol is often involved in date rape.

AFFIRMATIVE CONSENT

Affirmative Consent is a mutual and voluntary agreement among all participants to engage in sexual activity, communicated through clear words or actions. Silence or lack of resistance does not imply consent. Consent is not affected by a participant's sex, orientation, or identity and can be withdrawn at any time.

Key points include:

- Consent must be given by individuals 17 or older.
- It is necessary regardless of the initiator's state (e.g., under the influence).
- Consent cannot be given if a person is incapacitated (e.g., unconscious or heavily intoxicated).

Sexual activity must cease if consent is withdrawn.

FILING A COMPLAINT

FOR DISCRIMINATION OR SEXUAL MISCONDUCT

Q: How do I file a complaint?

1. For ***Sexual Misconduct/Title IX Complaints***

a. Complaint form may be found [here](#). Please complete and return to our office via email or by hand (Shepard Hall, room 109 A-D).

b. CUNY's *Sexual Misconduct Policy* may be found [here](#).

2. For ***Discrimination & Retaliation Complaints***:

a. CUNY's *Equal Opportunity and Non-Discrimination Policy*

b. CUNY University-Wide [Discrimination and Retaliation Reporting Portal](#).

FREQUENTLY ASKED QUESTIONS

Q: I am experiencing an uncomfortable situation with a classmate, and I'd like to speak with you about it. Where is your office? Can I come by after class?

A: Absolutely. We are located in Room 109A of Shepard Hall. Keep in mind that at times we can get quite busy here, so it's ideal to make an appointment in advance so that we can ensure we have enough time to speak fully about your situation. That said, walk-ins are welcome and we will do our best to accommodate you. Our main number is 212-650-5361. You can also email [Sheryl Konigsberg](#) or [William Mason](#).



Q: Is there anything I need to do to prepare for our meeting?

A: Yes... and no. We know that you're busy. But if you have time, you may want to take a look at the policies our office enforces. If you believe you have experienced sexual misconduct, the CUNY Policy on Sexual Misconduct can be found [here](#). If you believe you have experienced discrimination, the CUNY Policy on Non-Discrimination can be found [here](#). Also, if you have any evidence such as emails, screenshots, telephone messages, etc., please be prepared to share them with us.

The City College of New York (CCNY), as part of The City University of New York (CUNY), has a strict non-retaliation policy. This policy prohibits any member of the college community from retaliating against someone for raising an allegation of discrimination, filing a complaint, or participating in any investigation related to discrimination.

Q: I can't decide if I want to make a written complaint. Can I still come speak with you, or do I need to file a complaint in advance?

A: You are always welcome to speak with us first and we can discuss the next steps involved if you do end up filing a complaint. Don't worry.

PROGRAM HIGHLIGHTS

Trauma-Informed Yoga with Exhale to Inhale - Wellness to Wellbeing Program

Last spring, CCNY was proud to be one of ten NY colleges selected for the Wellness to Wellbeing Program from Exhale to Inhale—an initiative designed to promote student wellness through trauma-informed practices. In collaboration with the Office of Compliance and Diversity and Gender Resources, CCNY offered accessible, healing-centered yoga experiences for our campus community.



Access Your Free Resource Booklet from Exhale To Inhale [here](#), or use the QR code.



Thank you to everyone who participated and helped foster a more empowered and supportive campus community!



Gender-Based Violence Prevention

Eric McGriff, Prevention Coordinator from Crime Victims Treatment Center, facilitating a workshop at CCNY called Engaging Allies: Preventing & Ending Domestic & Sexual Violence

In collaboration with student clubs, off-campus partners, and other CCNY departments, the Office of Compliance and Diversity held over 40 events this academic year with students, staff, faculty and administrators in attendance. Events focused on preventing and responding to gender-based violence and included events such as Engaging Allies: Preventing & Ending Domestic and Sexual Violence in October for Domestic Violence Awareness Month, in person Trauma Informed Yoga ongoing throughout the year and Self-Love and Brownies & Boundaries in April for Sexual Assault Awareness Month. We have hosted workshops and tabling from campus partners such as Crime Victims Treatment Center, Mt. Sinai Violence and Intervention Program, and Domestic & Other Violence Emergencies (DOVE) from NY Presbyterian. We look forward to more events in the coming year!

COMBATING DEHUMANIZATION

The Office of Compliance & Diversity and Student Affairs in partnership with the NYC Commission on Human Rights presented **Combating Dehumanization**, a three-part series focused on understanding the experience of minority communities in New York City.



Understanding Jewish Experiences and Antisemitism

This workshop promoted understanding of the City's diverse Jewish communities. The workshop addressed antisemitism, its impact on Jewish New Yorkers, and its impact on larger society. It introduced Jewish history and practices, outlined best practices in working with Jewish New Yorkers, and elaborated on the protections for Jewish New Yorkers against discrimination.

Understanding Muslim Experiences and Combating Anti-Muslim Bias

This workshop promoted understanding of the City's diverse Muslim communities, addressed anti-Muslim racism and its impact on Muslims and those perceived to be Muslim, introduced Muslim beliefs and practices, outlined best practices in working with Muslim New Yorkers, and elaborated on the protections under the City Human Rights Law against discrimination based on religion.

Anti-Black Racism, and Other Forms of Discrimination Based on Race and Color

This workshop provided a historical context for race and color-based discrimination and how it has impacted the lives of New Yorkers, institutions, and the delivery of services and resources in New York City. The program educated New Yorkers on their rights and protections against discrimination under the Human Rights Law. Participants analyzed concepts related to race and color, learned about efforts and resistance to combat racism, and ways to become the voices for social and racial justice.



SUPPORT CORNER



*Q: Are there supportive services provided during the **summer** when I am not in classes?*

A: Yes! Students and employees can always reach out to the Office of Compliance and Diversity to discuss reporting options and supportive measures. If you are a currently enrolled CCNY student you are welcome to reach out to the Psychological Counselor/Confidential Advocate over the summer for confidential supportive services. CCNY employees can also reach out to the Psychological Counselor/Confidential Advocate for referrals and resources and they may reach out to Human Resources for workplace accommodation requests.



Q: I had a recent experience of sexual violence and am not ready to talk about the details yet. Will I be forced to talk about it with the Psychological Counselor/Confidential Advocate?

A: No, you will never be pressured to share anything you're not ready to talk about. A core part of trauma therapy is that you are in control in a safe and supportive environment that respects your boundaries. Your healing is not dependent on telling your story right away—or even at all. Early sessions are often focused on building trust, creating a sense of safety, and helping you regulate your body and nervous system so you feel more grounded and in control. Your story belongs to you, and you get to decide if, when, and how you share it.

SEARCH PROCESS

**DID YOU
KNOW?**

for FACULTY & STAFF

Q: Why do we do the search charge?

A: Because we must provide orientation on Equal Employment Opportunity to people involved in selection and hiring.

Q: I've already been on search committees, why do I need to be charged each and every time I am on a committee?

A: We are required to know that all members on the committee have met, understand its goals, and have a game plan. Additionally, research suggests that when individuals are reminded of what they have previously learned they will use those skills more successfully.

Q: What guidance can you give regarding the types of questions we can ask job candidates?

A: Good questions are those that are related to job requirements, encourage meaningful answers and provide an even playing field.



TIPS for efficiency:

- 1. Know who will be on the search committee from the onset.**
- 2. Make sure you have VRB approval before moving forward.**





SEXUAL ASSAULT AWARENESS MONTH RECAP



APRIL



2025



Day of Action

Participants wore teal, stood in solidarity, and took meaningful action to end sexual violence.

Gaymers Against Violence: Title IX/Supporting Survivors in LGBTQ+ Communities

Gaming space to explore how to navigate interpersonal violence within LGBTQ+ communities.

Brownies & Boundaries with WOMANKIND

Supporters enjoyed a treat and learned how to set and respect boundaries in all relationships.

Mount Sinai Sexual Assault & Violence Intervention Program

Participants met with off-campus support organization for survivors of violence.

Coffee with DOVE: Self-Love

What does self-love mean to you? Participants came together for real talk, affirmations, art, and free food!



Denim Day

Denim Day is a chance to stand with survivors by wearing denim. Participants decorated denim in support of survivors.



Sanctuary for Families

A meeting with the legal team part of the Campus Advocates Project.

Meet CCNY Resources

Connect with on-campus confidential resources.



[Click here for more information.](#)



SUPPORT AT CCNY

Supportive Measures and Accommodations

Supportive measures and accommodations are non-disciplinary, non-punitive individualized services designed to restore or preserve equal access to education and to ensure safety, prevent retaliation and avoid an ongoing hostile environment. Supportive measures and accommodations are available to complainants, respondents and other affected parties. Supportive measures are available when a college becomes aware of allegations of Sexual Misconduct, whether or not a complainant chooses to move forward with an investigation and/or resolution. Supportive measures may be provided on an interim or continuing basis. The college may also take reasonable measures to ensure the safety of the college community at large.

Examples of possible supportive measures and accommodations include:

- Making appropriate changes to academic programs when possible, including changes in class schedule
- Changing an employee's work assignment or schedule when possible
- Offering counseling services through on-campus services or referral to an off-campus agency
- Enforcing an order of protection on campus
- Establishing a No Contact Order whereby continued intentional contact would be a violation of CUNY Policy and subject to disciplinary action

Please reach out to the Office of Compliance and Diversity if you are in need of supportive services.

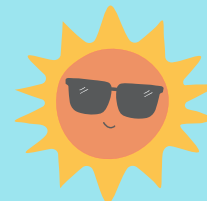
Confidential Support

If you are a CCNY student who has experienced gender-based violence, CCNY is here to support you. If you would like to speak with someone confidentially you can reach out to Sophia English, LCSW Psychological Counselor/Confidential Advocate at senglish@ccny.cuny.edu or 212-650-8905. She provides confidential consultation to CCNY students about Title IX and Sexual Misconduct reporting on campus and reporting options off campus for any form of gender-based violence. This includes experiences of sexual harassment, sexual assault, intimate partner violence, stalking, harassment or violence based on gender or gender presentation. Sophia also provides short term counseling, assistance with referrals to the community, and assistance with supportive measures. Additional confidential programs on campus include Gender Resources and CCNY Counseling Center.

MORE TITLE IX RESOURCES

Finally, The City College of New York is a caring community. Please consider using the following resources that are available to you:

- Counseling Center: counseling@ccny.cuny.edu
- Gender Resources: genderresources@ccny.cuny.edu
- Human Resources: HR Relations
- Human Resources: [CUNY Work/Life Program](#)
- Legal Affairs/Labor Designee: [CCNY Executive Counsel](#)
- [Office of Compliance & Diversity](#)
- [Public Safety](#)
- [Student Affairs](#)
- Student Health Services: shs@ccny.cuny.edu
- [Student Health & Wellness Services](#)
- [Title IX Confidential Counselor](#)



Confidential Resources at CCNY for Students:

- Counseling Center Health and Wellness Services Marshak Science Building, J-15 212-650-8222, counseling@ccny.cuny.edu.
- Gender Resources Social Worker Jasmin Salcedo, LCSW Health and Wellness Services Marshak Science Building, J-15 212-650-8222, genderresources@ccny.cuny.edu
- Sophia English, LCSW Psychological Counselor/Confidential Advocate at senglish@ccny.cuny.edu or 212-650-8905.

External Confidential Resources:

- [Crime Victims Treatment Center \(CVTC\)](#) 40 Exchange Pl, Suite 510 NY, NY 10005, 212-523-4728
- [Domestic Violence and Other Violence Emergencies \(DOVE\)](#) NY Presbyterian/Columbia University Medical Center 622 West 168th St. NY, NY 10032, 212-305-9060
- [National Sexual Assault Hotline](#) 1-800-656-4673
- [Safe Horizon Hotline](#) (Domestic Violence) 1-800-621-4673

Summer Vibes

