

From: Lehman Community List <ALL-L@LIST.LEHMAN.EDU> on behalf of President.Lemons  
Sent: Monday, September 16, 2019 2:22 PM  
To: ALL-L@LIST.LEHMAN.EDU  
Subject: Sexual Misconduct

Dear Colleagues:

As the academic year begins, I want to re-affirm Lehman College's commitment to a respectful and affirming campus community – an enriching environment where harassment, discrimination and violence have no place.

For precisely that reason, I want to encourage all members of the Lehman community – staff, students and faculty – to report any complaints of sexual misconduct to the designated CUNY and Lehman employees with the authority to promptly respond to their concerns. Preventing sexual misconduct begins with education, so I encourage you to become familiar with CUNY's Policy on Sexual Misconduct.

This University-wide Policy addresses sexual harassment, gender based harassment and sexual violence. It provides guidance to help you to understand your rights and how to assist students, employees and visitors who may be the victim of sexually inappropriate or violent behavior. The Policy is posted on the Lehman website at <http://www.lehman.edu/academics/policies.php>

We also encourage students and employees to complete the Sexual and Interpersonal Violence Prevention and Response Course (SPARC) and Employee SPARC (ESPARC) online Title IX program to develop an understanding of sexual misconduct, including sexual assault, dating violence, stalking and sexual harassment. New students receive information about SPARC as part of their admissions communication plan and via emails from the Office of Student Affairs. Student leaders, athletes, and coaches participate in training annually. Students can contact the Office of Student Affairs for guidance about the SPARC program.

Employees must participate in a new mandatory online training course, CUNY's Employee Sexual and Interpersonal Violence Prevention and Response Course (ESPARC). This course is required by New York State Labor Law Section 201-G. ALL CUNY EMPLOYEES MUST COMPLETE THIS COURSE BY OCTOBER 9, 2019 and annually thereafter, even if they completed a workplace violence or sexual harassment training in the past.

#### HOW TO ACCESS ESPARC

1. Log-in to Blackboard
2. "Lehman College ESPARC 2018-2019" should be listed on the right-hand side of the screen, under "My Organizations." Click on "Lehman College ESPARC 2018-2019."
3. On the next screen, click on "ESPARC Training Module."
4. Click on "2018-2019 Employee Sexual Misconduct Prevention and Response Course" to begin the course.

You can find Blackboard login instructions at this link:

[http://www2.cuny.edu/wp-content/uploads/sites/4/page-assets/about/administration/offices/cis/core-functions/cunyblackboard/user-guides/faculty/Bb\\_Log\\_in\\_Instructions\\_CUNY\\_Login-1.pdf](http://www2.cuny.edu/wp-content/uploads/sites/4/page-assets/about/administration/offices/cis/core-functions/cunyblackboard/user-guides/faculty/Bb_Log_in_Instructions_CUNY_Login-1.pdf)

ESPARC is an interactive course that takes less than an hour to complete. Once you have completed the course, you will receive a certificate of completion that you should retain for your records. If employees have questions or encounter technical difficulties, they should contact Natalie Zambrana at 718-960-8453 or [natalie.zambrana@lehman.cuny.edu](mailto:natalie.zambrana@lehman.cuny.edu). For questions concerning your rights under Title IX, or any issues concerning CUNY's Policy on Sexual Misconduct, please contact Dawn Ewing-Morgan at 718-960-8111 or [dawn.ewingmorgan@lehman.cuny.edu](mailto:dawn.ewingmorgan@lehman.cuny.edu).

If you are affiliated with more than one CUNY college, you will be registered for ESPARC under your primary campus organization. Adjuncts who teach at multiple campuses, for instance, will appear on only one campus and only need to take the ESPARC training once. If you see more than one college on your Blackboard organization list, please contact [natalie.zambrana@lehman.cuny.edu](mailto:natalie.zambrana@lehman.cuny.edu).

Another resource is Lehman's Title IX website. The videos posted to the site cover topics such as consent, the role of bystanders, and the CUNY Policy on Sexual Misconduct. The Enough is Enough button on Lehman's home page will direct you to the Title IX page. Lehman's Annual Security Report is available from the Public Safety website at: <http://www.lehman.edu/public-safety/documents/2018/Lehman-College-2018-Annual-Security-Report.pdf>

Please contact any of the following individuals for additional information about Lehman's policy and procedures:

Dawn Ewing-Morgan, Chief Diversity Officer/Title IX Coordinator at (718) 960-8111 or [dawn.ewingmorgan@lehman.cuny.edu](mailto:dawn.ewingmorgan@lehman.cuny.edu)

Eric Washington, Director of Human Resources (employees only) at (718) 960-8181 or [eric.washington@lehman.cuny.edu](mailto:eric.washington@lehman.cuny.edu)

Stanley Bazile, Dean of Student Affairs, (718) 960-8242 or [stanley.bazile@lehman.cuny.edu](mailto:stanley.bazile@lehman.cuny.edu)

Fausto Ramírez, Director of Public Safety, (718) 960-8594 or [fausto.ramirez@lehman.cuny.edu](mailto:fausto.ramirez@lehman.cuny.edu)

By working together, we can sustain a campus that allows each member of our community to thrive.

Sincerely,  
Daniel Lemons  
President