

From: [Einstein Campuswide](#)
To: CAMPUSWIDE@MAILLISTS.EINSTEIN.YU.EDU
Subject: Non-Discrimination and Gender-Based Misconduct Policy Statement
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Attachments: [image002.png](#)

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Montefiore

January 29, 2020

Dear Einstein Community:

Albert Einstein College of Medicine seeks to provide a learning and working environment that is free from discriminatory practices, harassment and sexual misconduct of any kind in any form. Such conduct is contrary to our values, policies and the law and undermines the atmosphere of trust and respect that is essential to a healthy work and academic environment.

Please take a moment to review Einstein's [Equal Opportunity Statement](#), [Code of Conduct](#) and [Non-Discrimination and Gender- Based Misconduct Policy and Complaint Procedures for Employees and Non-Students](#) or [Non-Discrimination and Gender-Based Misconduct Policy and Complaint Procedures for Students](#). Our policies have been updated to reflect recent changes in New York State and City law aimed at preventing and addressing sexual harassment. Together, these documents are the framework of our unwavering commitment to ensuring all community members are afforded the opportunity to work and learn in an environment that promotes equal opportunities for all. To be clear, disciplinary action will be taken against any individual engaging in behavior in violation of our policies, including managers, who knowingly allow such behavior to continue. Please contact me directly if you have any questions regarding the above policies or if you would like to report a complaint. Complaints may also be reported to the **Compliance Hotline: 1-800-662-8595**. Einstein strictly prohibits retaliation against anyone who filed and/or participated in the investigation of a complaint, even if the complaint is unsubstantiated.

Included with the passage of new State and City laws noted above, is the requirement that *all employees* (faculty, staff and research fellows) participate in mandatory workplace harassment prevention training to be conducted on an annual basis. I am proud to announce that this past year, training was provided to *all* of our faculty, staff and research fellows. In addition, we are currently in the process of completing our Title IX – sexual violence prevention training for all students. Collectively these training courses strengthen our commitment to improving our environment and to comply with applicable law, Einstein policy, and the applications of both.

Thank you for commitment in promoting a safe and respectful environment that supports Albert Einstein College of Medicine's educational and research mission and goals.

Sincerely,

Yvonne M. Ramirez
Vice President, Human Resources & Diversity Officer
Title IX Coordinator

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