

June 23, 2024

Dear Members of the Board of Trustees:

As leaders of the College's employee bargaining units, we write to express our concerns with the handling of the sexual harassment allegations against President Ramsammy. Almost two months have passed since the College received an official complaint against the President of the College. Notwithstanding the outcome of the investigation, we believe the President, through his conduct since the complaint came to light, has lost the confidence and trust necessary for him to fulfill his duties as President of the College.

President Ramsammy's response to the formal accusation of sexual harassment has been inappropriate and unprofessional. The President should have pledged his full cooperation with the investigation. Instead, through his attorney, the President stated that any accusation against him is false, and anyone who accuses the President will be subject to the College's disciplinary process. The campus community is left to wonder whether the President is willing to cooperate with the investigation at all. His response appears to be an attempt to intimidate the campus community from speaking out against him. Any attempt to chill the reporting of meritorious claims of sexual harassment, or otherwise, is simply unacceptable.

The complaint filed against the President of the College with the Office of Human Resources in April 2024 is only one of several unsettling accounts of the President's treatment of employees. The College has been aware for some time of employees' serious concerns about the President's behavior.

As leaders of employee bargaining units on the campus, the President has lost our trust, confidence, and credibility. As the face and symbolic leader of Hudson Valley Community College, trust, confidence, and credibility are paramount and a President cannot be an effective leader without these traits. The President must be able to lead the College's workforce of more than 900 employees with the trust and confidence of those employees. Much of the President's ability to do his job, and the authority of his office, depends on working with people – students, faculty, staff, business and community leaders. What has occurred thus far will undoubtedly have a negative impact on students, faculty and staff, and will most certainly impact the community's willingness to maintain relationships and make planned contributions to the College. The President's response has tarnished the reputation of his office and our College, a reputation that generations of faculty and staff have worked to build and sustain.

As leaders of employee organizations on the campus, we do not reach this conclusion easily, and we write out of deep and sincere concern for an institution we love and which many of us have chosen to build our careers. We believe it is time for the Board of Trustees to act swiftly to chart a new path forward, with new leadership, and to allow President Ramsammy to confront these accusations on his own. The College and its employees should not be subject to the ongoing harm of a continuing investigation and the uncertainty of the President's "on leave" status, especially from a President whose statements suggest he will seek retribution against anyone he believes has wronged him. The path forward begins now, with new leadership, to restore our trust, faith, and confidence in our College.

Sincerely,

Hudson Valley Community College Faculty Association, Inc.

Hudson Valley Community College Department Chairpersons' Association

Hudson Valley Community College Non-Teaching Professionals Organization

Educational Opportunity Center Alliance