Ten Point Plan
Creating a Campus Culture Free From Harassment

1. Mandatory training of all administrators, faculty and staff on issues related to sexual harassment, hostile workplaces, and respect across ethnic, racial, gender-identity, sexual orientation, and religious differences. This training should be more rigorous, robust, and thoughtful than the current, perfunctory online training. We believe that it is essential for upper-administration to receive solid training in all aspects of harassment, since they set the tone for the rest of the campus.

In the current system, faculty members describe online training videos as ineffective and see them as presentations by attorneys/outsiders that tend to focus on “how to keep the University out of trouble.” There is little if any emphasis on compassion, concern, and appropriate assistance for those who have been harmed by harassment or discrimination. Many faculty report they never received any training whatsoever on harassment related issues.

Deans, associate deans, and department chairs should receive training at the beginning of each school year. The training should be interactive and include a high-impact learning activity, such as role-playing, so that administrators and chairs have the opportunity to think through nuances of harassment, bullying, and discrimination.

New employees should have this training on their first day of work.

2. A well-planned publicity campaign to raise awareness about harassment and publicize where students, faculty, and staff should go to report a problem. This campaign should include:

   a. An easy-to-find, visually appealing, and centralized website that articulates the rights of students, faculty, administrators, and staff to learn, study, and work in a safe environment that is free from harassment. This website must provide clear, thoughtful, and considerate information about where to report harassment. Our current websites are woefully inadequate, legalistic, and confusing.

   b. A colorful, aesthetically pleasing poster to raise awareness about harassment, discrimination, and bullying, including information about where to report harassment. This poster should be displayed in every department office and on every bulletin board. There are many possible models for such posters.

   c. Informative and visually appealing emails distributed to all administrators, faculty, and staff with relevant information about harassment and where to report it. This email should go out immediately and again at the beginning of each school year.

3. Create a new position of ombudsperson tasked with helping students, faculty, and staff who feel they are being or have been subjected to harassment, discriminatory, or bullying behavior by other students, staff, or faculty. The ombudsperson should be trained in conflict resolution, and serve as an advocate for all who have been subjected to discrimination. This person would be hired in a national search and the position must be tenured. The ombudsperson would serve as the director of the new Center for Restorative Justice (see item # 4).

4. Establish a Center for Restorative Justice under the direction of the ombudsperson. As one of the most diverse university campuses in the United States, Cal State East Bay has the opportunity to be proactive rather than reactive when it comes to creating a safe and welcoming learning environment. The role of the Center for Restorative Justice would be to resolve conflict, encourage difficult dialogues, provide guidance and counseling for those who have been harmed, and be a venue free from harassment, discrimination, and bullying. This center would cross
student affairs and academic affairs, and be open to all staff. It would collaborate with the Faculty Diversity and Equity Committee, the Diversity Center, Faculty Development, LEEP, and the Office of University Diversity.

5. The Center for Restorative Justice would provide opportunities for those who have experienced harassment to discuss their cases and the administration’s handling of their cases to receive support and advice from experts outside the University.

6. The Center for Restorative Justice and the ombudsperson who directs the center would provide information and ongoing education about the subtle and not-so-subtle forms of discrimination, harassment and bullying. These subtle forms are “micro-aggressions”—defined by Derald Wing Sue (Professor of Counseling Psychology at Columbia U) as “everyday insults, indignities and demeaning messages sent to people of color by well-intentioned white people who are unaware of the hidden messages being sent to them.”[3] We have heard from faculty who feel that these micro-aggressions occur on a daily basis and that these micro-aggressions are subtle and not-so-subtle forms of abuse; sometimes they are veiled as compliments but are found to be insulting and degrading. In the short term, the administration should work with CFA to co-sponsor their workshop “Unconscious Bias.”[4]

In addition to developing campus-wide campaigns and training to raise awareness about discrimination, harassment and bullying, the center would provide education about sexual consent[5] and sexual violence. Such training will be mandated by SB 967, should it become law.[6]

7. Move the Office of Investigations out of Risk Management. The current structure gives the impression that the University is more concerned about the risk to the University than harm done to the victims of harassment.

8. Require that Office of Investigations and the Office of Equity and Diversity provide to FDEC and the University community annual reports that detail the number of people who report harassment and discrimination, the number of people who file reports, and the number of people found guilty.

9. Require any academic or administrative department that has three or more reported incidents of harassment or discrimination to have an external review, where all members of the unit are interviewed about climate. The external review will be arranged by the Center for Restorative Justice. If the reviewer finds issues, the unit will be provided with training and support from the Center for Restorative Justice.

10. Establish and endow diversity awards for students, staff, and administrators (as well as faculty) for their knowledge of equity, prejudice, discrimination and diversity in education; their leadership on issues of equity and education; and their courage to consistently speak up and name discrimination, prejudice, and the mistreatment of women and people of color.

---

[1] CSUEB website “Student Sexual Harassment Information”
[2] CSUEB website “Filing a Discrimination Complaint”
[6] SB-967 (Introduced)