New Faculty Orientation
Title IX and Campus Resources
Fall 2023
Goals for today....

- What is Title IX?
- CSU Nondiscrimination Policy
- What is Prohibited Conduct under the policy
  - Reporting Options (where & how to Report?)
- Responsible Employees
- Supportive Measures
- Confidential and Non-confidential Resources
What is Title IX?

“No person in the United States shall on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance”

Title IX of the Educational Amendments of 1972
CSU Policy Prohibiting Discrimination, Harassment, Sexual Misconduct, Sexual Exploitation, Dating Violence, Domestic Violence, Stalking, and Retaliation (Nondiscrimination Policy)
Campus Reporting Options

Campus Police Department (UPD)

upd@csueastbay.edu
510-885-3791

Confidential Advocate
Michelle Luqueno-Diaz
advocate@csueastbay.edu
510-885-3700

Student Health Services and Counseling
shcs@csueastbay.edu
510-885-3735

Title IX Coordinator
Terri La Beaux
Student Administration Building Room 1109
Title9@csueastbay.edu
510-885-4918

More information
Title IX
Sex Discrimination • Sexual Harassment • Sexual Assault • Dating Violence • Domestic Violence • Stalking

Discrimination, Harassment, and Retaliation (DHR)
• Age • Disability • Gender • Genetic Information • Gender Identity • Gender Expression • Marital Status • Medical Condition • Nationality • Race or Ethnicity • Religion or Religious Creed • Sex • Sexual Orientation • Veteran or Military Status

Other Conduct of Concern
• Unprofessional Conduct • Bullying • Microaggressions • Abusive Conduct
Understanding your role as a Responsible Employee

Responsible employees must report gender-based discrimination or harassment, sexual harassment, sexual misconduct, dating violence, domestic violence, stalking, or retaliation to the Title IX Coordinator.

You are required to report any information you are aware of, whether from a student or employee sharing or you become aware of a story through third person.
How to Report

Step 1: Navigate to CSU Eastbay

Step 2: Scroll to the bottom, and click

Step 3:
Fill out the Title IX/Discrimination Harassment Retaliation Incident Reporting Form
The process after the report is submitted

• **Initial Outreach**
  Includes information on resources, invite to attend a meeting, ensuring the party understands their rights and options

• **Complaint Options**
  Investigation, Informal resolution, etc.

• **Supportive Measures**
  Academic support, changes in housing, no contact directives
Supportive Measures may include

- Counseling
- Extensions of deadlines or other course or work-related adjustments
- Modifications of work or class schedules
- Campus safety escorts
- Mutual restrictions on contact between the parties
- Changes in work or housing locations
- Leaves of absence
- Increased security and monitoring of certain areas of the campus and
- Other similar measures
Title IX website

- Resources for Staff and Faculty
- Informational brown bag lunch workshops (new)
- Pregnancy and Childbirth
- Title IX/Discrimination Harassment Retaliation Incident Reporting Form
Questions ???

Also, questions can be submitted to

upd@csueastbay.edu
advocate@csueastbay.edu
title9@csueastbay.edu