Back to the Bay
Fall 2023
Goals for today....

- What is Title IX?
  - Title IX at East Bay
- What is Prohibited Conduct under the policy
  - Reporting Options (where & how to Report?)
- Processing a report
- 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)
...any Employee who knows or has reason to know of incidents that may violate the Nondiscrimination Policy has a duty to promptly report to the Title IX Coordinator or Discrimination, Harassment, Retaliation ("DHR") Administrator, who are the campus officials designated to receive these reports.
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
Who is designated at CSU East Bay to handle reports, where are the Title IX and DHR units located and how to connect with the units

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

More information
Confidential Advocate

Separate from Title IX and all academic admin!

Michelle Luqueno-Diaz
advocate@csueastbay.edu
Office: 510-885-3700
Confidential Campus Advocate
Student Health Services and Counseling
(510) 885-3735
shcs@csueastbay.edu
Posters available to access the information are available at the table.
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

• **Supportive Measures**
  - academic support,
  - changes in housing, no contact directives

• **Complaint Options**
  - Investigation, Informal resolution, etc.
Supportive Measures

Individualized services are offered as appropriate as reasonably available and without fee or charge...regardless of whether a Formal Complaint is filed. Supportive measures are designed to restore or preserve equal access to CSU Education Programs/Activities without unreasonably burdening the other party.
New this Fall
2023
Informational Sessions open

T9/DHR INFO SESSIONS

2ND WEDNESDAYS,
12:15PM-1:15PM

Join us on the second Wednesday of each month in Bay View Room (UU) to learn more about Title IX / Discrimination, Harassment and Retaliation.

SEPTEMBER 13
CSU Nondiscrimination Policy: Prohibited Conduct, Definitions and Reporting Options, Resources

OCTOBER 11
What is a Responsible Employee at CSUEB. Prohibited conduct was disclosed to me. What do I do next?

NOVEMBER 8
Domestic and Dating Violence Awareness Month

Have questions?
Want more information?

SCAN ME
**Prohibited Conduct**
- Sexual Assault
- Sexual Harassment
- Sex/Gender-Based Discrimination and Harassment
- Sexual Exploitation
- Dating and Domestic Violence
- Stalking
- Consensual Employee/Student Relationships

**UNDERSTANDING TITLE IX / DHR**

**CSU Non Discrimination Policy**

**Incident Reporting Form**

**TITLE IX COORDINATOR**
Coordinates the university's compliance with Title IX, oversees the University's response to reports of prohibited conduct in compliance with Federal and State laws.

**RESPONSIBLE EMPLOYEES**
Required to report any information regarding a potential violation in a timely manner to the Title IX Office.

**CONFIDENTIAL EMPLOYEES**
Includes licensed medical, clinical, and mental health professionals and confidential campus advocates. Information shared with them in their confidential roles cannot be shared.

**FILING A REPORT**: A person who has experienced or witnessed prohibited conduct may report the matter online, by email, or in person at the Title IX/DHR Office located in Student Administration Building, room 1108 and 1109.

**SUPPORTIVE MEASURES**: Interim & supportive measures are offered and designed to mitigate the effects of the alleged prohibited conduct & prevent its reoccurrences. Supportive measures are individualized services reasonably available that are non-punitive, non-disciplinary, and not unreasonably burdensome to the other party while designed to ensure equal educational access, protect the safety, or deter sexual harassment.

**UNIVERSITY RESPONSE**: Once a report of prohibited conduct is submitted, the Title IX Office reviews the information to determine whether it may constitute a possible violation of the CSU Non Discrimination Policy.

**INFORMAL RESOLUTION**: Cases can transition from a formal investigation to an informal resolution throughout the investigation process. Both parties must consent to engage in an informal resolution.

**INVESTIGATION**: CSU utilizes a 3-track system for matters considered for Investigation. Track 1 and 2 involve a campus hearing and Track 3 is non-hearing and the investigator determines findings and whether the conduct involved.

**HEARING**: If an early resolution is not reached and an investigation is conducted, a case may conclude in a hearing. Both parties meet with a hearing officer and are given a chance to speak about the incident. Afterward the Hearing Officer delivers a ruling on the matter to the Chancellor's Office. The Chancellor's Office delivers the ruling and any sanctions to both parties.
WHAT TO EXPECT WHEN REPORTING TO TITLE IX

REPORT OF PROHIBITED CONDUCT
A Title IX/Sexual Misconduct report can be submitted through our online reporting link, via email, or in person. Please see the links below.

INITIAL ASSESSMENT
Once a report of prohibited conduct is submitted, the report is reviewed to determine whether it may constitute a possible violation of campus policy. If the information appears to rise to prohibited conduct, the Title IX coordinator or designee will conduct outreach to the party who may have experienced harm.

INITIAL OUTREACH
Title IX will reach out to the person who allegedly experienced the harm via private letter. The letter contains information about their rights, available resources/supportive measures, and an invitation to meet to discuss the matter further.

INTAKE MEETING
The Title IX coordinator/Title IX designee for the purposes of reviewing the party's rights, available resources, supportive measures, and resolution options. An advisor/support person can attend any meeting throughout the process.

INTERIM & SUPPORTIVE MEASURES
Interim and supportive measures are those designed to mitigate the effects of the alleged conduct and prevent its recurrence. Examples: referrals on/off-campus, no-contact directives, housing accommodations, and work accommodations.

EXPLORE OPTION, INVESTIGATION & INFORMAL RESOLUTIONS
To hold a respondent accountable for the alleged conduct, the reporter can pursue any of the following: administrative process, investigation/informal resolution, criminal process, both, or none.

WEBSITE: HTTPS://WWW.CSUEASTBAY.EDU/ADMINISTRATION/TITLE-IX/INDEX.HTML
EMAIL: TITLE9@CSUEASTBAY.EDU, LOCATION: SA 1108 & SA 1109
Questions or comments??