

# Housing: Reporting Obligations and Campus Resources for Disclosures of Prohibited Conduct

**Terri La Beaux, Campus  
Title IX Coordinator**

**Michelle Luqueno-Diaz,  
Campus Confidential  
Advocate**

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# Goals for today....

- ☐ Reporting responsibilities for campus employees, faculty, and professional staff (Housing)
- ☐ What is Prohibited Conduct under the policy
- ☐ Reporting Obligations and Options
- ☐ Whom to report to? what to report, where, and how?
- ☐ Supportive Measures
- ☐ Confidential and Non-confidential Resources
- ☐ Scenarios: receiving a disclosures

Three federal laws create reporting responsibilities for campus employees, faculty, and professional staff

- Title IX
  - *Education Amendments of 1972*
- Clery Act
  - *The Jeanne Clery Disclosure of Campus Security The Clery Act Policy and Campus Crime Statistics Act (1990)*
- Title(s) VI and VII
  - *Civil Rights Acts of 1964*

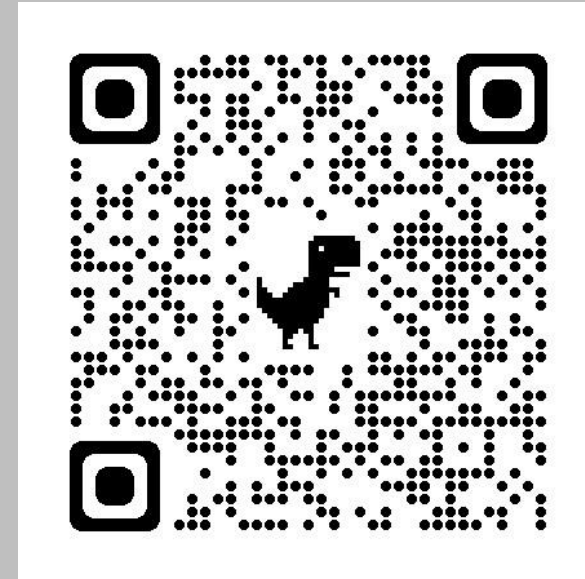
# Title IX

*"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 educational program or activity receiving Federal financial assistance."*

- from Title IX of Educational Amendments Act of 1972

**The university has a duty to promptly respond to complaints of sexual harassment and sexual violence in a way that limits its effects and prevents its recurrence**

CSU Policy Prohibiting Discrimination, Harassment, Sexual Misconduct, Sexual Exploitation, Dating Violence, Domestic Violence, Stalking, and Retaliation (Nondiscrimination Policy)



## **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

# Responsible Employee must:

- **Warn** the resident of your obligation to report any information revealed to the Campus Title IX Coordinator
- **Explain** to the resident that the Campus Title IX Coordinator may not be able to guarantee confidentiality
- **Advise** the resident of their choice to instead share this information with confidential resources

**The community member has a right to know where the information is going.**

# Reporting Options and Levels of Confidentiality

**Campus  
police**



**Required only to  
report incident  
and known facts  
when the victim  
requests  
confidentiality**

**Title IX  
Coordinator/DHR  
Administrator**



**Privacy vs.  
Confidentiality**

**Campus  
Confidential  
Advocate**



**Complete  
confidentiality**



# How to Report

**Step 1: Navigate to [CSU Eastbay](#)**

**Step 2: Scroll to the bottom, and click**

ADDITIONAL RESOURCES	CAMPUS	LEGAL	TOOLS
<a href="#">Sexual Assault / Title IX</a>	<a href="#">Mission Statement</a>	<a href="#">Privacy Statement</a>	<a href="#">Contact Us</a>
<a href="#">Request Information</a>	<a href="#">Library</a>	<a href="#">Emergency Info</a>	<a href="#">Directory</a>
<a href="#">Current Students</a>	<a href="#">Bookstore</a>	<a href="#">Annual Security Report</a>	<a href="#">Maps &amp; Directions</a>
<a href="#">Faculty</a>	<a href="#">Academic Programs</a>	<a href="#">Campus Safety Plan</a>	<a href="#">Career Opportunities</a>
<a href="#">Staff</a>	<a href="#">Viewbook of Colleges</a>	<a href="#">Register a Complaint</a>	
<a href="#">Alumni &amp; Friends</a>		<a href="#">Notice of Non-Discrimination and Retaliation Prohibition</a>	
<a href="#">Accessibility</a>			

**Step 3:**

Fill out the [Title IX/Discrimination Harassment Retaliation Incident Reporting Form](#)

# What Should You Report?

**ANY** observed, experienced, or known sex discrimination, including sexual harassment and sexual violence

- As a Resident Assistant, you do not have confidentiality: you are considered a responsible employee
- Remember: sexual assault and other forms of sexual misconduct are potentially criminal and may be in violation of CSU policy. Therefore, you must report any incidents to your POC or Housing director on duty immediately.

# The process after the report is submitted

- **Initial Outreach**

Includes information on resources, an invitation to meet to discuss rights and options,

- **Complaint Options**

Investigation, Informal resolution, etc.

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

# RA's Response to Disclosures

When a student comes to you,  
BE



Non-judgmental  
Honest  
Supportive  
Informed

*"I am here to listen and support you, and will have to contact the POC. It may be helpful for you to talk with someone who has specialized knowledge in this area."*

*"Even if you don't know what you want to do right now, it can be helpful to speak with someone about your options."*

*"If the Police arrive, you will not be forced to speak with them."*

# RA's Response to Disclosures

**REMEMBER!**

**Do not discuss this situation with anyone other than a supervisor/POC.** This is a very difficult situation for all involved. Privacy and respect are critical. In residence hall situations victim blaming needs to be avoided as much as possible and your cooperation will be necessary.

**Remember to take care of yourself.**

Counselors and support are available for you as well.



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**STUDENT HEALTH & COUNSELING SERVICES**

Prize for  
the correct  
answer

# Report. Respect. Reach Out.

**Your voice has the power to keep everyone in our university community safe.**

Students who experience or witness sexual misconduct should not be deterred from reporting incidents out of a concern that they might be disciplined for related violations of drug, alcohol, or other university policies.

**Do you need to Report or Reach Out for help?**

**Campus Police:** 9-1-1 or non-emergency number 510-885-3791

**Administrative:** Title IX Coordinator:  
Terri La Beaux 510-885-4918/  
title9@csueastbay.edu

**Confidential Campus Advocate:**  
510-885-3700/ advocate@csueastbay.edu

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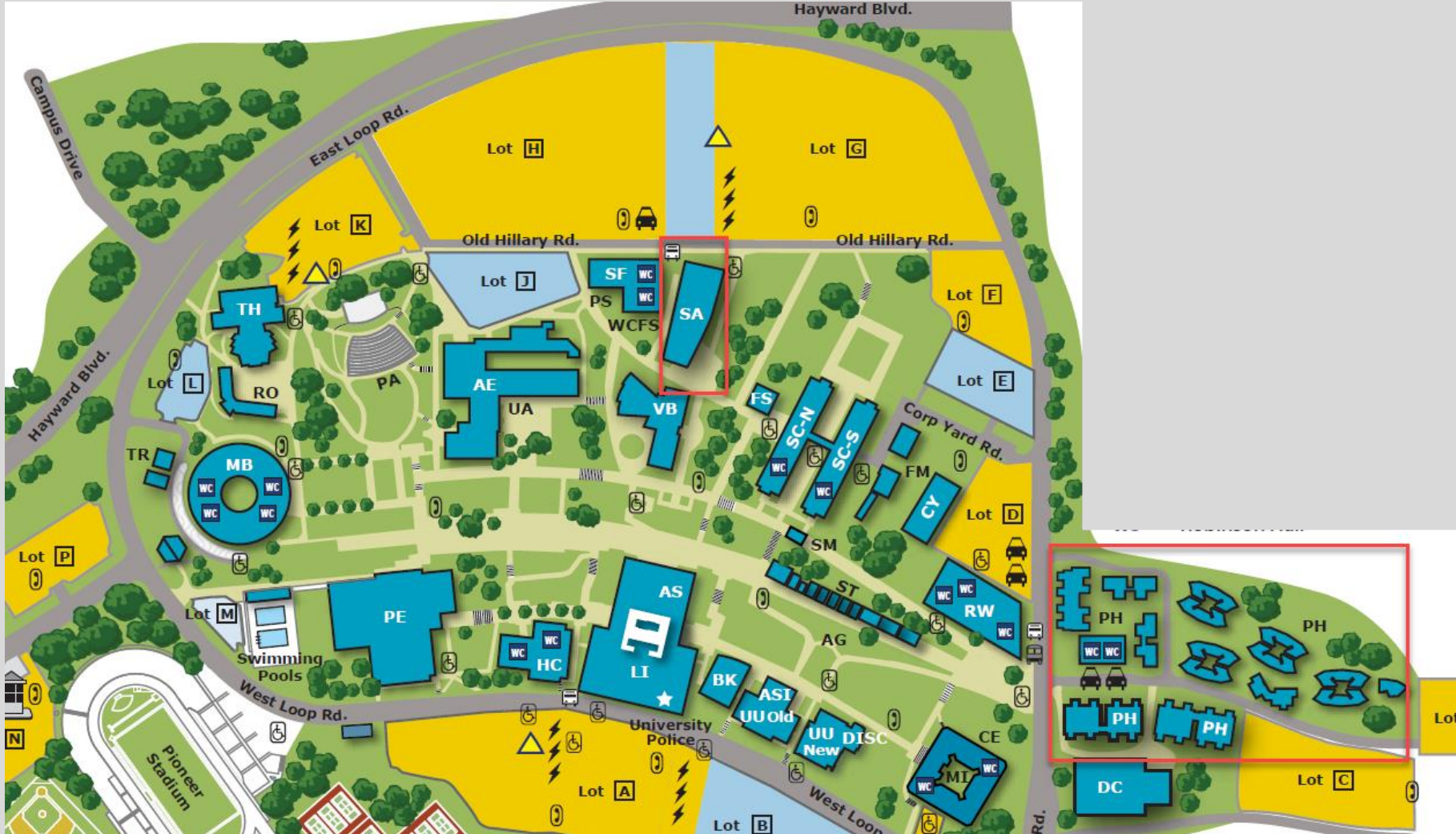


SCAN FOR MORE INFORMATION





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](mailto:Title9@csueastbay.edu)

510-885-4918

[More information](#)

UPD

University Police Department

9-1-1

510-885-3791

x. 53791



# Confidential Advocate

 **Separate from Title IX and all academic admin!** 

**Michelle Luqueno-Diaz**

*Confidential support services, whether or not the individual chooses to report the incident(s)*

[advocate@csueastbay.edu](mailto:advocate@csueastbay.edu)

Office: 510-885-3700

[Confidential Campus Advocate](#)

# Questions to discuss in your group for the scenario

1. What is the prohibited conduct?
2. What do you do with the information?
3. What do you tell the impacted/harmed student?

# Scenario #1

**Mark and Robert live in the residence hall in adjacent apartments. They decide to go to a party one night where Mark had six alcoholic beverages in about an hour and a half. Robert practically carried Mark back to his room and Mark was slurring his words. When they arrived at the residence hall, Mark realized that he left his keys at the party. Robert invited Mark back to his apartment, and Mark agreed. The two went to sleep in the same bed. When Mark woke up, his pants were on the floor and Robert's hand was in Mark's underwear. Mark quietly got up, careful not to wake Robert, and left the room to call his Resident Advisor (RA), saying that he thinks he was raped. Mark does not remember what happened after they arrived at the residence hall after the party.**

## Scenario #2

**Mallory and Nick have been dating for four months. One night, Nick admits to Mallory that he has developed feelings for someone else and needs to break off their relationship. Mallory feels betrayed and is determined to figure out who Nick's new crush is. Mallory starts hanging around outside of Nick's dorm room, showing up outside of his classes, and following him to the cafeteria. She also keeps tabs on him by sending him texts and calling his cell phone. Nick tells Mallory that she needs to stop contacting him, but she continues anyway. Eventually, Nick's roommates begin to complain about Mallory's random drop-ins, noting that she refuses to leave when they tell her Nick isn't home. Given this behavior, Nick begins to fear for his safety. He's not sure when he'll run into Mallory or what state of mind, she'll be in.**

## Scenario #3

Michael and Rebecca are two students who had been involved in a romantic relationship for two years. The relationship ended in May, and since then, Michael has been leaving notes on the door of Rebecca's residential unit stating how she should *"take him back"* and how they were *"destined to be together forever."* Michael and Rebecca live in the same residential hall, and Rebecca told Michael after a few weeks of leaving notes that she wished he would not leave notes on the door of her unit. Michael then started leaving notes in Rebecca's car, parked in the campus lot.

## Scenario #4

**Your resident emails you and says that they want to meet up one-on-one. When you meet, they say they want to tell you something important, but they really don't want you to tell anyone else and it's taken months for them to work up the courage to tell you. They are clearly distressed, on the verge of tears and shaking.**

## Scenario #5

**The resident uses the common area regularly to study. In the past few weeks, there has been someone else showing up at the exact same time and always sets up right next to the resident. During the entire time they're there, the other person is staring at the resident and has started commenting on what a nice butt they have, how they got their biceps to look so nice, if they have a boyfriend/girlfriend. Your resident doesn't know what to do, has tried ignoring the person and started avoiding the common area altogether.**

## Scenario #6

**A student that you know is in a relationship with another resident and shows up to an event with bruising on their face, neck and arms. They say nothing to you about it and are seemingly fine, but the resident does not seem as chatty, and leaves immediately after every event. You're worried something may be going on.**



## Scenario #7

**A resident approaches you and explains that she had been exclusively dating another student for a year. During the course of their relationship the parties would mutually agree to videotape their sexual encounters, which the partner had possession of. The resident tells you that after a year of dating, she broke off the relationship the previous week. Today, she found out from students in one of her classes that the partner posted part of a video online showing her naked and performing a sexual act on a person whose face was blurred. The resident is upset and tells you she has been receiving angry texts from her former partner.**

## Scenario #8

**Another RA discloses that their superior has been making advances on them after-hours events. The RLC cornered them in the parking lot and wouldn't let them get to their car before telling them how aroused they were around them and asking repeatedly if they could kiss them. The RA politely declined, but feels they weren't forceful enough. Since the first incident in the parking lot, the RLC has attempted the same maneuver three other times and the RA is beginning to feel acute anxiety whenever they are in the same room. The RA is afraid of reporting the incidents because they don't want to lose their job.**

## **Scenario 9:**

**After an event one night, a resident approaches you. The resident tells you about a party they went to the previous weekend. Someone they were having a casual relationship with was at the party and they got pretty drunk together. The casual partner kept challenging them to a shots contest and it got competitive. The resident doesn't remember much after the 5th or 6th shot, but they woke up naked in someone else's room at about 2 am. The casual partner was lying next to them. Your resident is freaked out. They want to know what to do.**

Questions?