# DISCRIMINATION/HARASSMENT/RETALIATION (DHR)

## What DHR Does and Does not Do:

### DOES NOT

- DHR is not a way to address poor performance management.
- DHR does not work on behalf of CSUEB/Representatives for CSUEB.
- DHR does not address bullying, Microaggressions (unless egregious and pervasive)*.
- DHR does not address Whistleblower.
- DHR does not address Accessibility Services (unless seeking reasonable accommodations).
- DHR is not a way to address offensive statements (unless egregious and pervasive).

### DOES

- DHR does address Discrimination based upon protected class status e.g. race, gender.
- DHR investigators are INDEPENDENT Fact Finders.
- DHR does address compliance (based in policy and law).
- DHR does provide overview of rights and options.

* Determined by the DHR Administrator

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For more information, contact the Office of Diversity Title IX: DHR at [https://www.csueastbay.edu/diversity/title-ix/title-ix-placeholder-2.html](https://www.csueastbay.edu/diversity/title-ix/title-ix-placeholder-2.html)

***As a community practice we urge CSUEB students, faculty and staff to report any actions to Title IX Coordinators or DHR Administrator in order to best preserve confidentiality and to ensure a***