Report to CSU Board of Trustees July 24, 2024

Update on Civil Rights (Title IX and Other Nondiscrimination) Programs and Services

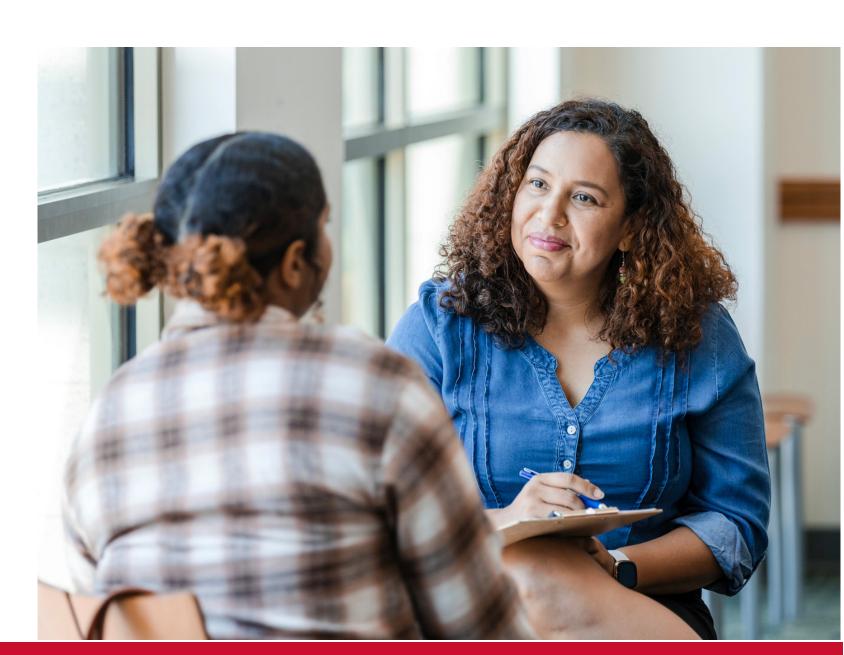
LEORA FREEDMAN

Vice Chancellor for Human Resources

HAYLEY SCHWARTZKOPF

Associate Vice Chancellor for Civil Rights Programming and Services

CSU Commitment to Change Website





STRENGTHENING OUR INTERNAL PROTOCOLS

STATUS REPORT ON CURRENT CSA RECOMMENDATIONS

CSA RECOMMENDATION	DUE DATE	DRAFT 1	DRAFT 2	ISSUED
CSA 01 - Guidance on Initial Assessments	July 2024	✓	✓	✓
CSA 02 - Guidance on Structure of Analyses and Determinations	July 2024	✓	✓	✓
CSA 03 - Guidance on Interpretation of Each Component of CSU's Sexual Harassment	July 2024	✓	✓	✓
CSA 04 - Guidance on Process to Review and Approve Analyses and Outcomes	July 2024	✓	✓	✓
CSA 06 - Guidance on Informal Resolution	July 2024	✓	✓	✓
CSA 07 - Guidance on tracking key dates and timeline extensions	July 2024	✓	✓	✓
CSA 08 - Determine solution to ensure campus have adequate resources for conducting investigations.	July 2024	✓	✓	✓
CSA 10 - Guidance on Disciplinary or Corrective Action	July 2024	✓	✓	✓
CSA 11 - Guidance on Documents to Maintain in Case File	July 2024	✓	✓	✓
CSA 13 - Title and DHR Annual Report Survey	July 2024	✓	✓	✓
CSA 14 - Policy on conducting compliance reviews	July 2024	✓	✓	✓
CSA 16 - Letters of Recommendation Policy	July 2024	✓	✓	✓

PHASE	IN PROGRESS	COMPLETED
Draft 1	0	✓
Draft 2	0	✓
Issued	0	✓

Upcoming CSA Deadlines

- January 2025
 - Guidance on Other Conduct of Concern
 - Update to the Nondiscrimination Policy
 - Update to Systemwide Prevention Policy
- July 2026
 - Implementation of Unified Case Management System



Case Management System — RFP Process Timeline RFP Post Date 7/30/24 **PROCUREMENT** Vendor Proposal Due 9/10/24 **VENDOR** 9/24/24 & Vendor Interviews **PROCUREMENT** 9/25/24 Notice of Intent to Award **PROCUREMENT** 10/1/24 10/1/24 -Negotiate Terms and Conditions **PROCUREMENT** 12/15/24 Implementation | Project Kick-Off Meeting **CIVIL RIGHTS** 1/1/25

University Implementation Plans

- All Plans Reviewed and Returned to Universities
- Finalized Plans Will Be Posted Publicly
- Status Updates on December 1 and June 1

Nondiscrimination Policy Revision

- April 19: Federal Regulations Issued
- June 28: Draft Policy Sent Out for Stakeholder Feedback
- August 1: Revised CSU Nondiscrimination Policy Effective
- Creation of Toolkits for Practitioners

PREVENTION, EDUCATION, PROFESSIONAL DEVELOPMENT, TRAINING AND AWARENESS

- Professional Development
 - Systemwide Civil Rights Conference July 23-25
- Training Series for Civil Rights
 Practitioners for 2024-25



From Change to Growth: Leading, Learning and Growing Together

COMMUNICATIONS

- Feedback from Chancellor's Civil Rights Oversight Committee
- Creation of Communications Plan
- Continued Communications with Stakeholders

Thank You

