

*Report to CSU Board of Trustees
September 25, 2024*

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

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[CSU Commitment to Change Website](#)



Overview

- Civil Right's Vision, Mission, and Values
- California State Audit recommendations
- Trauma-informed Practices

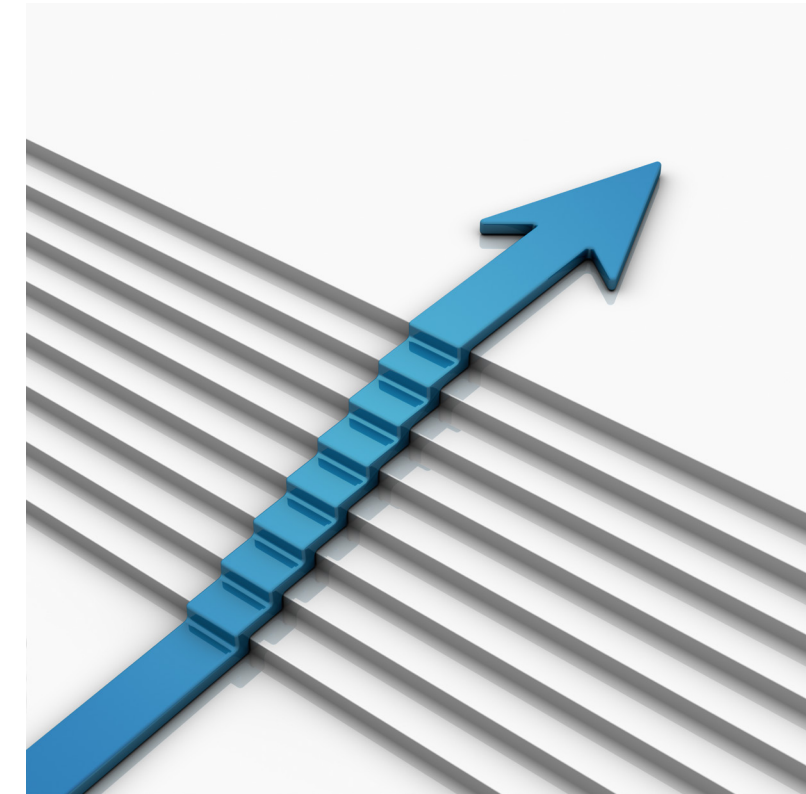
Civil Rights Vision

The California State University's vision for its civil rights programs and services is to foster and sustain a welcoming and nurturing campus environment where all community members are safe, supported, and empowered. A university system whose diverse community of students, faculty, and staff are able to thrive, free from discrimination and harassment in all their dimensions. As the nation's largest, most diverse and influential four-year university system, we understand that it is our shared responsibility and moral imperative to protect and uphold this vision.



Civil Rights Mission

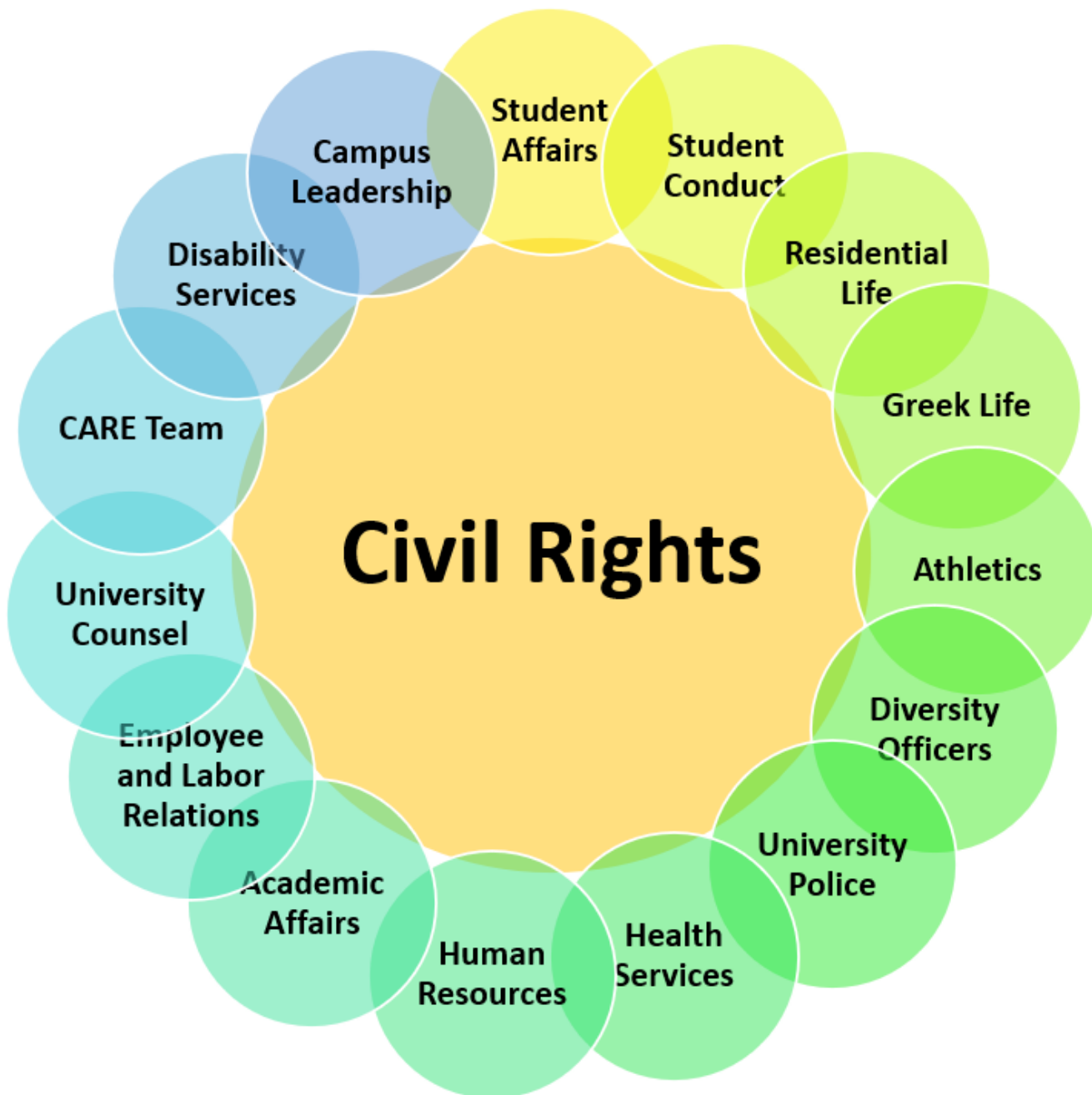
Our mission is to ensure that our processes are not only fair, effective, and thorough, but also honor the humanity of all those involved. To this end, the CSU is committed to leading with care and putting people first in our Civil Rights programs and services, from prevention education and communication to initial outreach and the provision of holistic supportive measures. By always putting people first, the CSU balances the necessity for fair and equitable processes with the deeply human need for respect, dignity, and compassion.



Civil Rights Values

The CSU's core values of Access, Achievement and Equity are reflected, honored and advanced in our Civil Rights programs and services:

- *We value a culture of respect and inclusion.*
- *We value the understanding that each person's well-being and dignity are paramount.*
- *We value the holistic support of our community members through empathy, respect, and confidentiality.*
- *We value our commitment to ensuring that all students have access to academic programs free from discrimination and harassment to support the achievement of their educational, personal and professional goals.*
- *We value our commitment to ensuring that all employees are free from discrimination and harassment in their workplace to support the achievement of their personal and professional goals.*



Breaking Down Silos

- Removing barriers
- Connecting the Dots
- Intersection Between Offices
- Relationship Building
 - *Frequent Communication*
 - *Introductions*
 - *Warm-Handoff*

STRENGTHENING INTERNAL PROTOCOLS

STATUS REPORT ON CURRENT CSA RECOMMENDATIONS

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

ANNUAL REPORT SURVEY

- Data collected from all Universities on case numbers, types, timeliness, patterns and trends
- October 1: Deadline submit to Chancellor's Office
- December 1: CSU deadline submit to Legislature
- Aggregated data published online



CIVIL RIGHTS PROGRAM REVIEWS

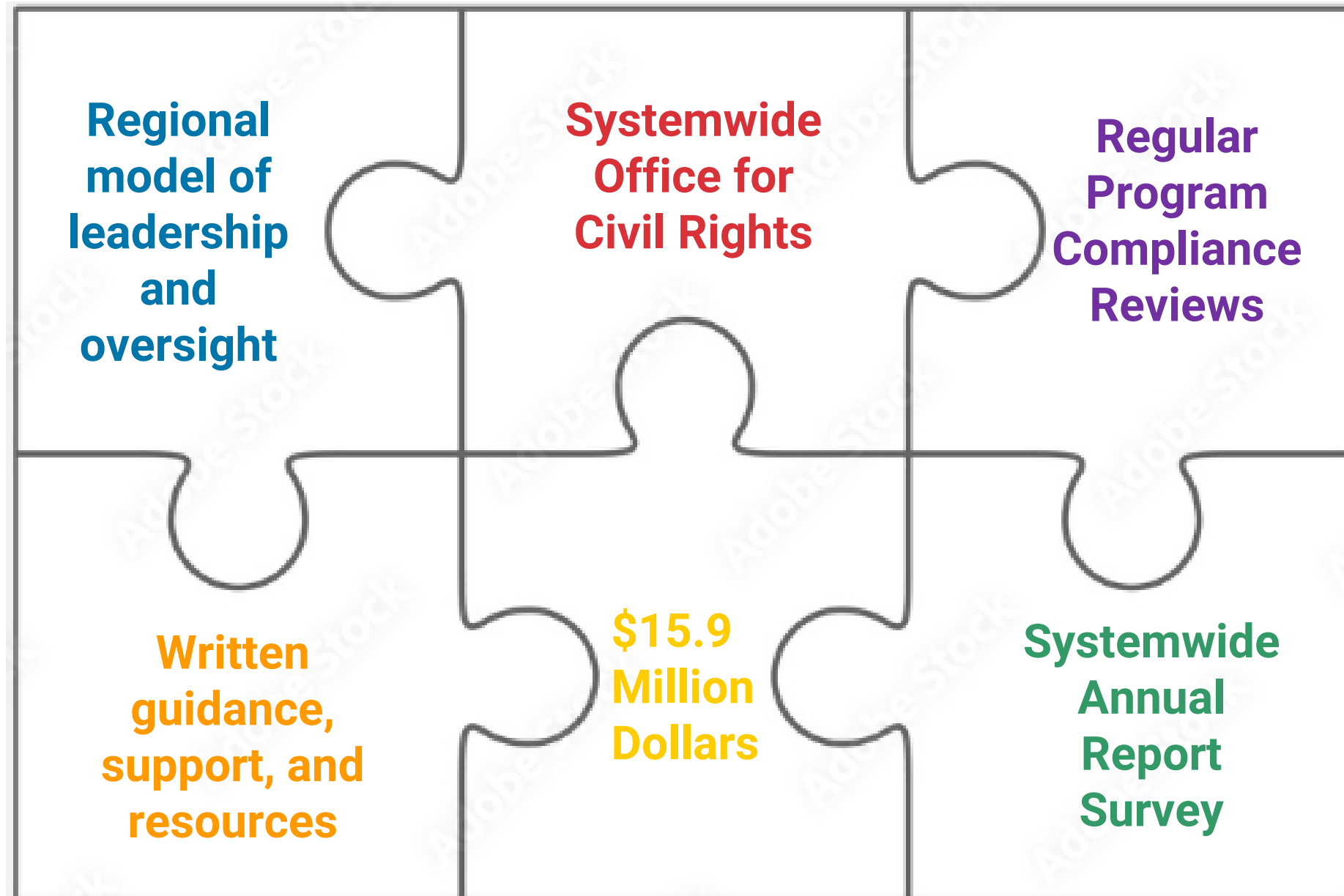


JOINT LEGISLATIVE AUDIT COMMITTEE HEARING

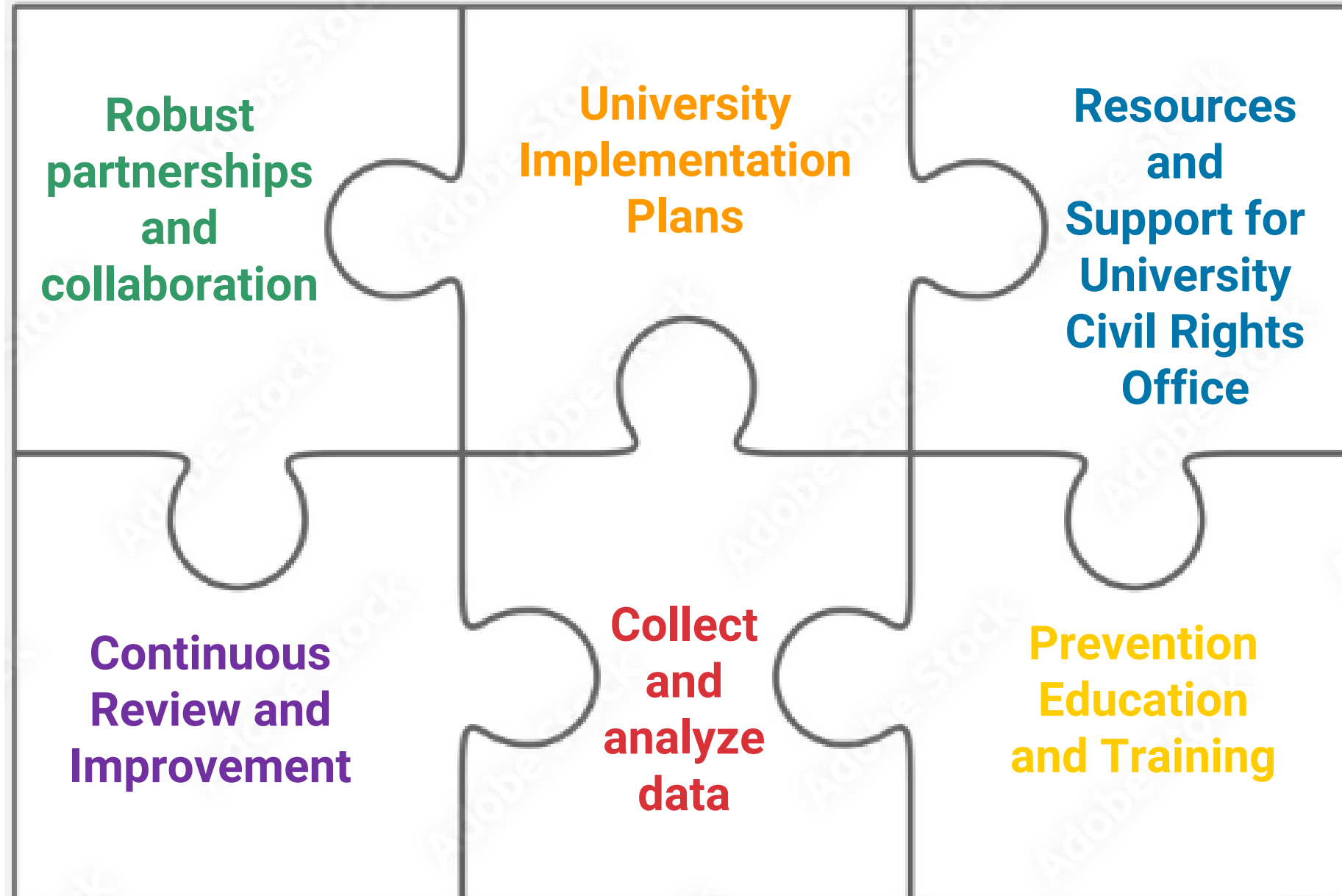
- August 14, 2024
- Three Committees
 - Joint Legislative Audit Committee
 - Assembly Higher Education Committee
 - Senate Education Committee
- Recognition of substantial work completed



Putting the Puzzle Pieces Together



Efforts at University campuses



Trauma-Informed Practices

September 25, 2024

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Types of Trauma-Informed Practices

- **Initial Outreach and Explanation of Options**
- Case Intake
- **Supportive Measures**
- Connection With Respondent
- **Investigation Process**
- Collaboration With Other Campus Partners
 - *Disability services, University Police Department, mental health counselors, confidential advocates, respondent's advisors, union leadership, supervisors and managers, etc.*

Definition of Trauma

Trauma is the lasting emotional response that often results from experiencing or witnessing a distressing event.

Impact of Trauma

- **Cognitive:** Difficulty with decision-making, memory, focus, concentration, learning.
- **Physical Health:** Changes in appetite, sleep disturbance, injuries, pain, migraines, gastrointestinal or immune imbalance.
- **Mental and Emotional Well-Being:** Anxiety, depression, PTSD, suicidal ideation, self-harm, flashbacks, guilt, self-blame, intrusive thoughts.
- **Social:** Withdrawal, increased conflict with others, distrust, feelings of isolation, challenges regulating emotions, loss of enjoyment, avoidance.
- **Coping Mechanisms:** Substance abuse, disordered eating, self-harm, hypervigilance.

Email from Sarah Jenkins

Hello Professor – I am sorry I was not in class today. I have a lot going on right now. I think I am being followed by someone I briefly dated earlier this year, but I cut off the relationship when it became emotionally and physically abusive. Now my ex – Jacob Smith – has been texting me non-stop and messaging me on social media. I blocked him, but I get similar messages from random phone numbers and new social media accounts. He lives in the same dorm building and we have a class together, so I cannot avoid him. I see him everywhere I go and think that he is following me – it's too much to be a coincidence. Today he was waiting for me outside your classroom, and I left as soon as I saw him. I am not sure what to do, but I don't want to fall behind in class. Would it be possible to meet with you to go over the questions I have on the PPT slides you posted online?



Initial Outreach

- Engage with Empathy
- Ensure Privacy and Confidentiality
- Provide Clear Information

Hello Sarah – My name is Hayley and I'm here to support you through this process. I want to assure you that we are committed to treating your case with sensitivity and respect. We will guide you through each step and make sure you have access to the support services you may need.

Supportive Measures

- Assess Individual Needs
- Communicate Options Clearly
- Prompt and Effective Support

We want to make sure you feel safe and supported during this process. There are several measures we can offer, such as adjusting your academic schedule or providing counseling. Let's discuss what might be most helpful for you.

Investigations

- Create a Safe Environment
- Conduct Interviews with Care
- Maintain Neutrality and Objectivity

Thank you for speaking with me today. Please share what you're comfortable with. You will be able to take breaks if needed. I'm here to listen and to understand your experience fully.

Discussion & Questions

