

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

CSU Board of Trustees
University & Faculty Personnel
Agenda Item 2
January 29, 2025



Overview

- **Civil Rights Program Reviews**
- **California State Audit Recommendations**
- **Data from Annual Report Survey**

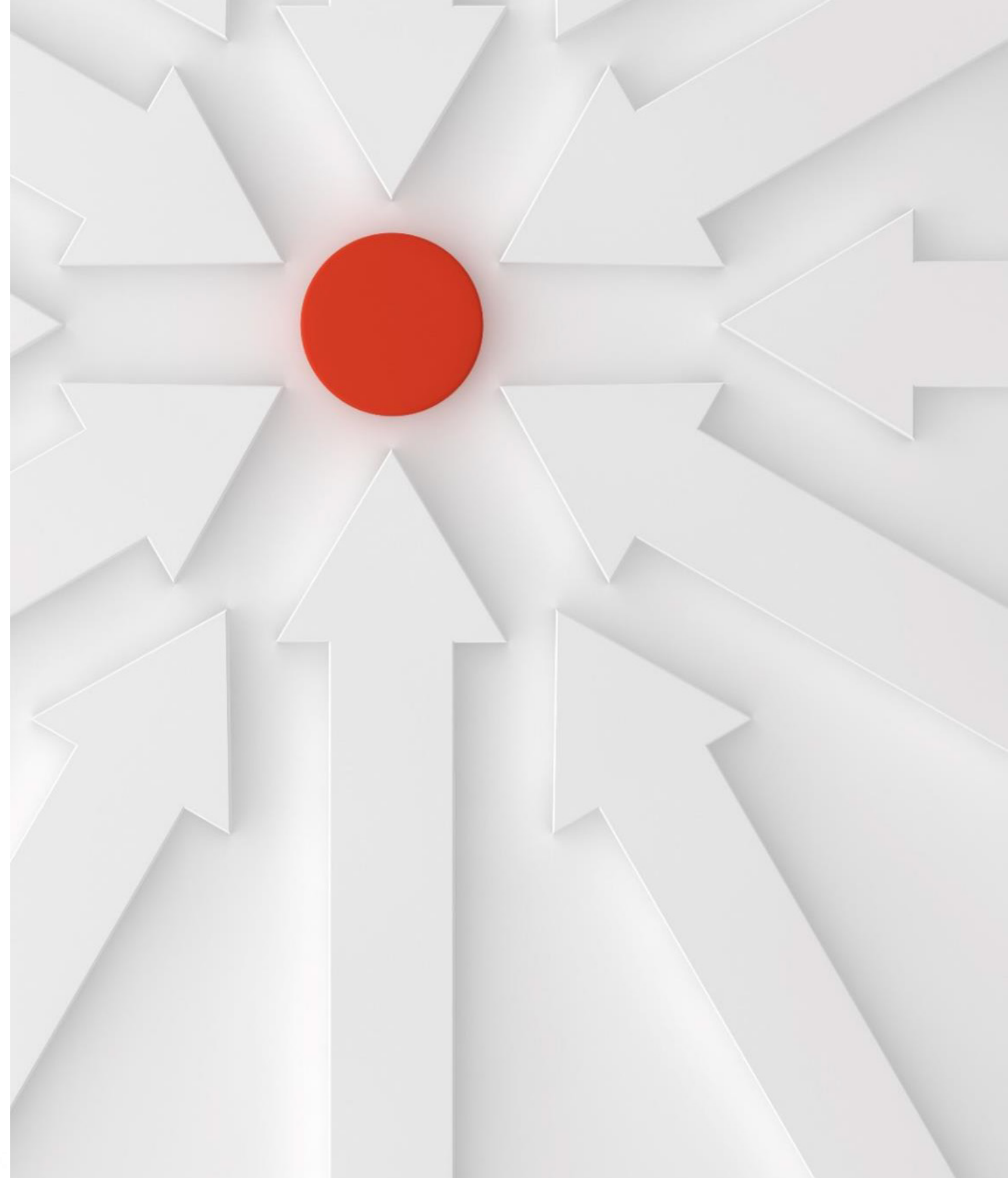
Vision and Mission

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.

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.



Civil Rights Program Reviews

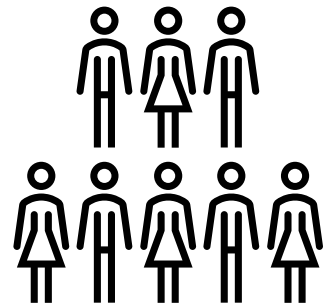


Best Practices at Cal Poly Pomona

Leadership and Oversight

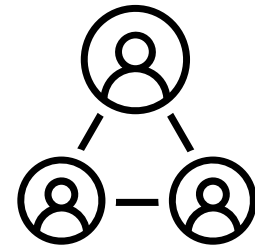


Staffing and Resources

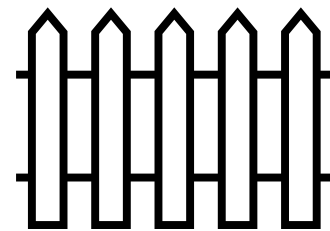


Best Practices at Cal Poly Pomona

Partnerships and
Collaboration

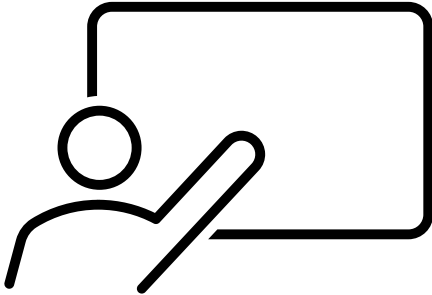


Removing Barriers
to Reporting

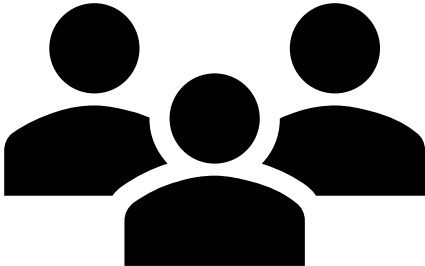


Strengthening The System

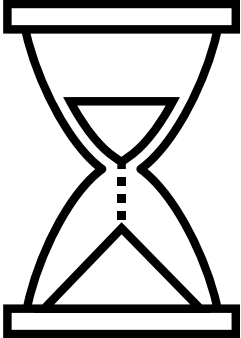
Training



Advisor Program



Time



Systemwide Report

- Publicly Available
- Areas of Continued Growth
- Best Practices



California State Audit

January 2025 Recommendations

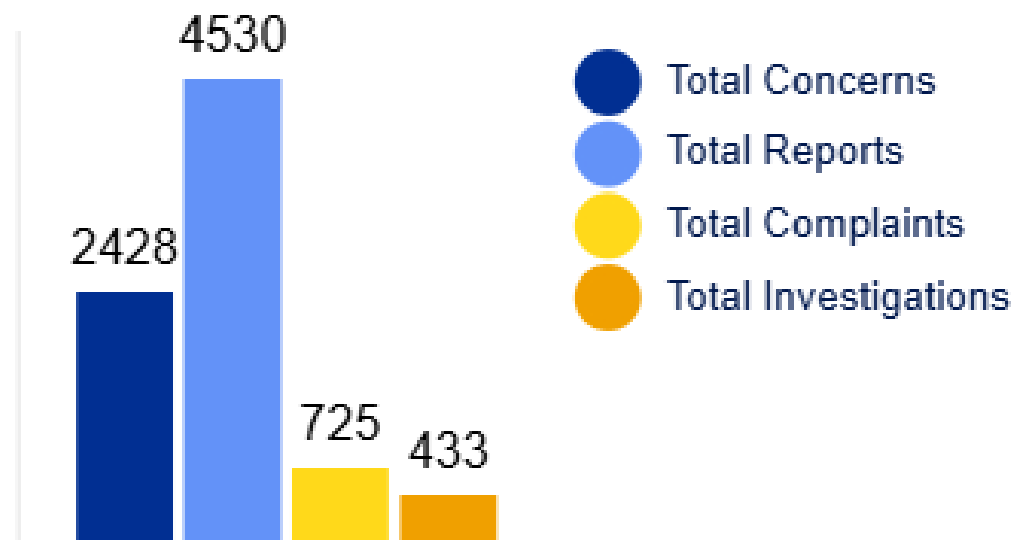
- Update the Nondiscrimination Policy to require regular, written status updates to the parties.
- Issue written guidance on Other Conduct of Concern.
- Update the CSU's Prevention Policy with specific best practices.

July 2026 Recommendation

- Unified case management system.

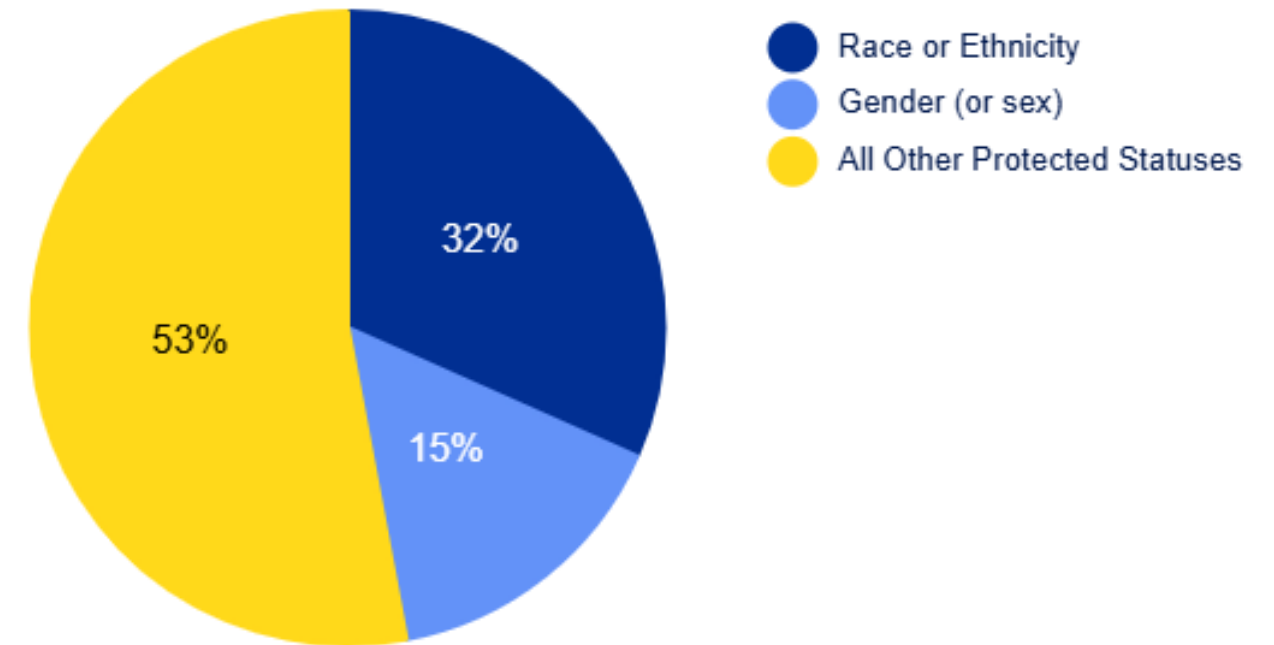
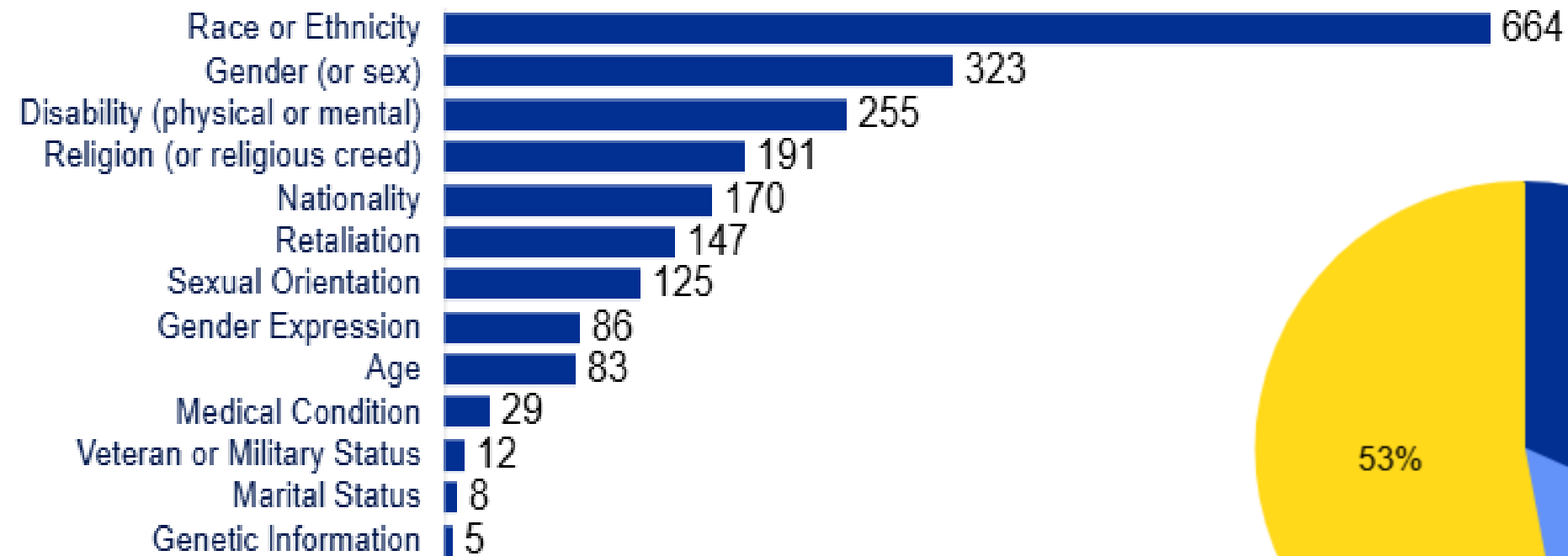
2023-2024 Annual Report Survey

Yearly Totals



2023-2024 Annual Report Survey

Reports of Harassment and Discrimination based on



Data Demographics

76% of all
complainants are
students

15% of all
complainants are
employees

Five specific
populations
monitored

Housing received
largest number
of reports

Data Dashboards

- Systemwide Dashboard
- University Dashboards
- Patterns and Trends



Reflection and Action

- **Insights of Experiences for Campus Community**
- **Informed Decision Making**
- **Build Strong, Inclusive Campus**



Discussion and Questions



Thank you



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