

Report to CSU Board of Trustees
November 21, 2024

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

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Interim Vice Chancellor for Human Resources

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Programming and Services

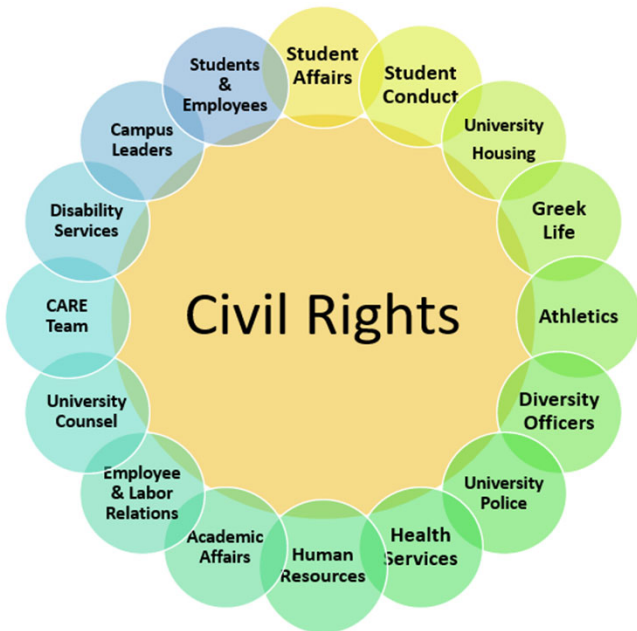
SARAH FRIED-GINTIS

Senior Systemwide Director, Academic and Staff Human Resources



[CSU Commitment to Change Website](#)

Collaboration with University Partners





California State Student Association Plenary

Slide 3

November 21, 2024

CSSA Plenary: Key Takeaways & Action Items

- Student Annual Training Deadline
- Respondent's Advisors
- Visibility of Title IX Coordinator and DHR Administrator
- Location of Title IX and DHR Office

Slide 4

November 21, 2024

Prevention Education & Awareness

Domestic Violence Awareness Month



Slide 5

Other Conduct of Concern



Slide 6

Community Engagement



14 stakeholder groups



9 trainings



Feedback and Input



Revised Guidance

Misconduct at CSU



CIVIL RIGHTS



DISCIPLINE



OTHER CONDUCT OF CONCERN

Other Conduct of Concern

Definition

OCC refers to behaviors that do not violate CSU policies or local, state, or federal laws, but nevertheless **disrupt CSU's learning, living or working environments** and hinder students, employees and other community members from thriving.

Other Conduct of Concern

Opportunities Addressed



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SYSTEMWIDE HUMAN RESOURCES

CIVIL RIGHTS PROGRAMMING & SERVICES

Revised Guidance

- People centric
- Accessible language
- Commitment to equity
- Core standards
- Clear expectations

Slide 11 November 21, 2024

11

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SYSTEMWIDE HUMAN RESOURCES

CIVIL RIGHTS PROGRAMMING & SERVICES

Next Steps

- 1**
Final revisions
November & December 2024
- 2**
Distribution to campuses
Early January 2025
- 3**
Submission to CA State Auditor
Late January 2025
- 4**
Campus implementation
February - May 2025
- 5**
Continued training and refinement
Ongoing

Slide 12 November 21, 2024

12

Rights & Options in Civil Rights Cases

November 21, 2024

ALBERT LIDDICOAT

Interim Vice Chancellor for Human Resources

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Associate Vice Chancellor for Civil Rights Programming and Services



13

Continuing Sarah's Story



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?

Slide 14

November 21, 2024

14

Rights and Options



Slide 15

November 21, 2024

Role of Confidential Advocate

- Confidential Support
- Information and Resources
- Navigating the Process
- Emotional Support
- Accompaniment



Slide 16

November 21, 2024

Role of Respondent's Advisor

- Guidance
- Support
- Preparation
- Representation
- Confidentiality



Slide 17

November 21, 2024

Options for Concern of Ongoing Risk

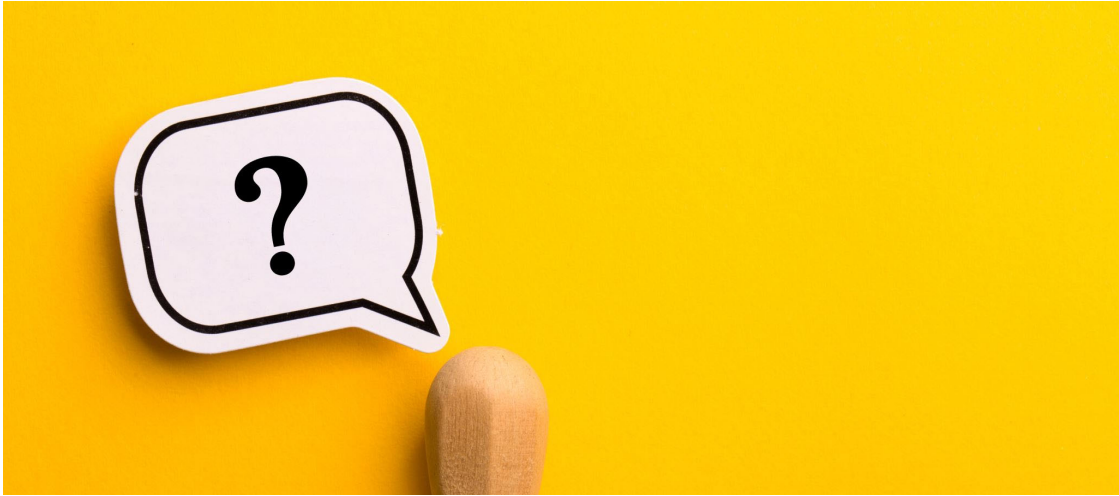
- Interim Suspension
- Emergency Removal
- Administrative Leave



Slide 18

November 21, 2024

Discussion and Questions



Slide 19

November 21, 2024