

*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	○	✓
Draft 2	○	✓
Issued	○	✓

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	PROCUREMENT	7/30/24
Vendor Proposal Due	VENDOR	9/10/24
Vendor Interviews	PROCUREMENT	9/24/24 & 9/25/24
Notice of Intent to Award	PROCUREMENT	10/1/24
Negotiate Terms and Conditions	PROCUREMENT	10/1/24 - 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

