MEMORANDUM

TO: California State University, Chico Faculty and Staff

FROM: Paul J. Zingg, President

CC: Dylan Saake, Title IX Coordinator

SUBJECT: Sexual Violence in the Campus Community

YOUR RESPONSIBILITIES

DATE: 08/25/2015

As part of CSU Chico’s efforts to consistently move towards a more inclusive, welcoming, and safe environment, we are sending out this announcement to highlight policies and programs we have in place to combat discrimination in all its forms. Included in these efforts are our activities seeking to end discrimination based on sex and gender (prohibited by Title IX), and to improve the manner in which our campus responds to instances of sexual misconduct and violence.

Title IX is a federal civil rights law that prohibits discrimination on the basis of sex in an educational institution’s academic, educational, extracurricular and athletic activities (both on and off campus). Sexual harassment, which includes acts of sexual misconduct, is a form of sex discrimination prohibited by Title IX. Title IX protects all people regardless of their gender or gender identity from sexual harassment and violence. Title IX works hand in hand with other civil rights laws that prohibit all forms of illegal discrimination, and the CSU system has published policies in the form of Executive Orders to help guide our campus community.¹ The campus has an obligation to comply with these Executive Orders, and we seek your help in doing so.

One role you can play in our prevention efforts is to serve as a bridge to connect students, staff and faculty to the resources available to them. Please consider the following steps you can take with regard to our sexual misconduct prevention efforts:

1. Familiarize yourself with Campus and community resources available to support victims of sexual harassment and violence.

2. Understand your reporting obligation (see below) and the options victims have around confidential reporting.

¹ While this communication focuses heavily on combating gender and sex based discrimination, the Executive Orders highlighted also prohibit discrimination on the bases of Age, Disability, Gender, Genetic Information, Nationality, Marital Status, Race or Ethnicity, Religion, Sexual Orientation, and Veteran or Military Status. See, Executive Order 1095 Revised, 1096 Revised, 1097 Revised.
a. **Pursuant to Title IX requirements, faculty and staff are obligated to report allegations of sexual misconduct & harassment to the Title IX Coordinator or a Deputy Title IX Coordinator.** Contact information for the Title IX Coordinator and other Deputies is available online. While you should always do your best to ensure a victim’s privacy, a victim’s complete confidentiality cannot be guaranteed due to the school’s responsibility to provide a safe and nondiscriminatory environment for all students, faculty and staff. If you are in doubt as to whether a complaint constitutes a form of sexual harassment, sexual misconduct, or other form of discrimination as defined by the Executive Orders, please contact the Title IX Coordinator, Student Judicial Affairs, Faculty Affairs or any one of the Title IX Deputies for assistance. The goals of the Executive Order is to provide a framework to address all types of discrimination, and is a valuable resource to everyone in our campus community.

b. We have an on-campus resource where students, faculty and staff can make a confidential report around instances of sexual misconduct. This resource is Safe Place. There are also a number of off-campus resources available for confidential reporting. Students can also make a confidential report to the Counseling & Wellness Center.

3. Seek assistance, if you feel you need it, from Safe Place for the difficult conversation you may need to have with a student in explaining your reporting obligations. Let students know up front that you have this obligation, and the places they can go to make a confidential disclosure.

4. Report instances of sexual misconduct and other forms of discrimination to Dylan Saake the Title IX Coordinator, to Lisa Root in Student Judicial Affairs, to Evanne O'Donnell in Faculty Affairs or if unavailable, one of the other Deputy Title IX Coordinators. After fulfilling your reporting obligations, keep the person’s information private.

5. Remember your role. You are not an investigator, you are not asked to be a counselor, and you are not called upon to name, analyze, or define victim experiences. **You are a bridge** to connect members of the campus community with the Title IX Coordinator or Deputies. We have provided in-depth training for these individuals and they are able to provide options for support, accommodations and accountability. If someone chooses to share his or her experience with you, consider using these Do’s and Don’ts from Safe Place to help ensure you provide support in a safe and healthy manner.

As an additional aspect of our prevention efforts and to comply with directives from the CSU, we have rolled out campus wide on-line training for staff and faculty to help our community further understand their reporting obligations. The training takes approximately one hour, and has the potential to be one of the most important investments of your time you can make this year. This training will work as a complement to Not Anymore, the training our incoming students are receiving that lays the groundwork for our Title IX efforts among students.

Campus safety is everyone’s responsibility. Thank you for your efforts to help make Chico State a safe, respectful, and inclusive community.

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2 Physicians, Psychotherapists, Professional Counselors, Sexual Assault and Domestic Violence Counselors and Advocates are generally not required to report to the Title IX coordinator and are governed by distinct guidelines around confidentiality and reporting for individuals in these positions.