
Clery Crime Statistics 2017-2019
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MESSAGE FROM THE PRESIDENT

Dear Chico State community,

California State University, Chico (Chico State) is committed to providing a safe and secure environment for our students, faculty, staff, and visitors. Through publication of our Annual Security Report, we look to provide transparency relative to the programs and policies we have in place to achieve this end, and to publicly share the crime statistics reported from the prior three years that we rely on as part of the evaluation of our efforts. To that end, we present the Annual Security and Fire Safety Report.

This report is provided in compliance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (Clery Act), the Higher Education Opportunity Act (HEOA), and the Violence Against Women Reauthorization Act of 2013 (VAWA). While not a complete safety profile of the University and the surrounding community, this report provides information on safety and security at all physical locations that are part of the Chico State campus, including our on-campus housing facilities. This report shares the policies and procedures for reporting crime and facilitating safety and security, programs geared toward the prevention of crimes and the protection of campus community members, available victim assistance services, fire safety information, and other resources that promote a safe campus community. The process of compiling this report provides an opportunity to think about these programs and ways that we can better serve our community and continue to make our community a safer place.

While the California State University, Chico Police Department has primary responsibility for providing security and law enforcement services for the University, and is generally tasked with protecting the Chico State community from all hazards and crimes, at Chico State we believe that everyone has a role to play in the prevention of violence, and have introduced new programming to help get this message out to the community. We share these efforts in the report.

We encourage you to read this information and consider how we can all work together, through prevention, education, and timely reporting, toward a safe Chico State community.

Thank you.

Sincerely,

Gayle E. Hutchinson
PREPARING THE ASR

California State University, Chico (Chico State) presents The Annual Security Report (ASR) to provide information about campus security, policy statements, and certain crime statistics related to our campus community and geography. The Annual Security Report is prepared at the direction of the Clery Director in collaboration with Chico State’s Clery Compliance Team (CCT). The CCT includes representatives from several departments including Athletics, Greek Life, Student Conduct, Title IX, University Police, Student Housing, Student Affairs, University Communications, International Programs, and Campus Counsel.

Chico State’s CCT is responsible for the completion and publication of this report, including the gathering of policy statements. This is accomplished by following an ASR Action Item Guide provided by the Office of the Chancellor. This report is prepared in compliance with The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act, often referred to as the Clery Act. The Clery Act is named after Jeanne Clery, who was a student at Lehigh University when she was raped and murdered in her residence hall in 1986. In her honor, her family petitioned the government to adopt the regulations of the Clery Act which includes the publication of the Annual Security Report by October 1 of each year (This was extended to December 31 in 2020). More information about the Clery Act can be found at Chico State’s Clery website http://www.csuchico.edu/clery/

In this ASR, California State University, Chico is referred to as CSU, Chico, Chico State, and/or the University.

The Chico State Clery Compliance Team is responsible for gathering statistics for Clery Act crimes (including hate crimes and violations of state and local drug, weapon, and liquor laws) that occur within Clery Act geography. These statistics also include certain arrests and referrals for discipline. These statistics are gathered from direct reports to CSU, Chico Police Department (UPD), allied law enforcement agencies, and from Campus Security Authorities (CSAs) across campus. This is accomplished through the collection of reporting forms from CSAs, written requests to allied law enforcement agencies, and through the use of RIMS, a Record Management System managed by UPD. UPD has an established relationship with Chico Police Department that includes a Memorandum of Understanding that provides for joint patrol efforts for areas near campus (one-mile radius) that do not fall within UPD jurisdiction.

The Annual Security Report is available in print at CSU, Chico Police Department or on our website http://www.csuchico.edu/clery/_assets/documents/annual-security-report.pdf

The Annual Security Report includes statistics for crimes determined by the Clery Act. The statistics include crimes that occurred on campus, in certain off-campus locations, property owned or controlled by the University, and on public property within or immediately adjacent to (or accessible from) the campus. This report includes statistics from the previous three years.

This report also includes institutional policy statements concerning campus security, including those concerning alcohol and drug use, crime prevention, and the reporting of crimes including sexual misconduct, domestic violence, dating violence, and stalking.

The statistical charts on the following pages are representative of all Clery Act crimes reported to a CSA that occurred in Clery Act geography. For information about crime and geography definitions, please visit http://www.csuchico.edu/clery/_assets/documents/crimes-and-geography.pdf

It is important to note that the “Campus Residential” category is a subset of “Campus.” Also, categories of bias considered for hate crimes include: Race, Gender, Gender Identity, Religion, Sexual Orientation, Ethnicity, National Origin, and Disability.

In 2019, it was determined that University Farm and the CSU, Chico facility in Redding met the Clery Act criteria for a “separate campus.” For this reason, crime statistics are listed for each of those locations separately. All policy statements and programs included in this document apply to each campus except where noted.
### CLERY CRIME STATISTICS 2017 – 2019 (MAIN CAMPUS)

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HATE CRIMES

Main Campus:

- 2017: There were no reported hate crimes.
- 2018: There were no reported hate crimes.
- 2019: 1 vandalism with a race bias was reported on campus.

University Farm:

- 2017: There were no reported hate crimes.
- 2018: There were no reported hate crimes.
- 2019: There were no reported hate crimes.

Redding Campus:

- 2017: There were no reported hate crimes.
- 2018: There were no reported hate crimes.
- 2019: There were no reported hate crimes.

A Hate Crime is a criminal offense that manifests evidence that the victim was intentionally selected because of the perpetrator’s bias against the victim. Hate crimes includes any offense in the following group: murder and non-negligent manslaughter, sexual assault including rape, fondling, incest and statutory rape, robbery, aggravated assault, burglary, motor vehicle theft, arson, larceny-theft, simple assault, intimidation, destruction/damage/vandalism of property.

Bias is a preformed negative opinion or attitude toward a group of persons based on their race, gender, gender identity, religion, disability, sexual orientation, ethnicity, or national origin.

Hate crime reporting is considered for all Clery geography including on-campus, residential facilities, non-campus buildings or property, and public property.
REPORTING CRIMINAL ACTIONS & EMERGENCIES (MAIN CAMPUS & FARM)

UPD has primary law enforcement jurisdiction for all criminal incidents occurring on campus. This includes incident investigation, follow-up, and resolution. UPD works in conjunction with outside agencies, such as the Butte County Sheriff’s Department, the City of Chico Police Department, and local fire and emergency medical services.

All crime reports and emergencies occurring on-campus should be reported to UPD immediately. UPD officers respond to all on-campus reports of fires, criminal and suspicious activity, and medical emergencies. Reports can be made in person in the UPD lobby on the corner of 2nd and Chestnut Streets, or by any of the options below:

On-Campus Emergencies
The on-campus emergency telephone number is 9-1-1. Use this number for reporting on-campus fires, criminal or suspicious activity, and medical or other emergencies. This number goes directly to UPD if dialed from a campus phone. Dispatchers are trained to respond appropriately to emergencies of any nature.

Off-Campus Emergencies
The off-campus emergency telephone number in Butte County is 9-1-1. Use this number from home phones, cell phones, and all off-campus locations for community-based fire, police, and emergency medical services. Refer to your local telephone directory for further information.

On-Campus Non-Emergencies
The non-emergency telephone number to contact UPD is (530) 898-5555. This number should be utilized to obtain non-emergency, on-campus police services or to report any non-emergency crime.

Other Options
Chico State recognizes that not all people in all situations will report all crimes to UPD. If you are unable or unwilling to report a crime to UPD, you may choose to report to the individuals listed here. Be aware that these individuals may not be able to respond as quickly as UPD.

CSU, CHICO TITLE IX COORDINATOR
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REPORTING CRIMINAL ACTIONS & EMERGENCIES (REDDING CAMPUS)

All crime reports and emergencies occurring on-campus should be reported to Redding Police Department (RPD) immediately. RPD officers respond to all on-campus reports of fires, criminal and suspicious activity, and medical emergencies.

On-Campus Emergencies
The on-campus emergency telephone number is 9-1-1. Use this number for reporting on-campus fires, criminal or suspicious activity, and medical or other emergencies.

Off-Campus Emergencies
The off-campus emergency telephone number in Shasta County is 9-1-1. Use this number from home phones, cell phones, and all off-campus locations for community-based fire, police, and emergency medical services. Refer to your local telephone directory for further information.

On-Campus Non-Emergencies
The non-emergency telephone number to contact RPD is (530) 225-4200. This number should be utilized to obtain non-emergency, on-campus police services or to report any non-emergency crime.

Other Options
Chico State recognizes that not all people in all situations will report all crimes to police. If you are unable or unwilling to report a crime to police, you may choose to report to the individuals listed here. Be aware that these individuals may not be able to respond as quickly as the police.

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VOLUNTARY CONFIDENTIAL REPORTING

University Police Department utilizes a voluntary, confidential reporting system called Tip411. Individuals can access this system to make such a report by visiting https://www.csuchico.edu/up/report.shtml

Professional counselors are encouraged to inform individuals they are counseling of their voluntary reporting options when they are a victim or witness to campus related crimes.

Pursuant to California Education Code section 67380(a)(6)(A), CSAs who receive reports from employees or students of a Part I violent crime, sexual assault or hate crime that occurred in an on or non-campus location as defined by the Clery Act, may not disclose to UPD or local law enforcement agencies the names of the victims or the alleged assailant, unless the victim consents to disclosing their name after being informed of their right to have their personally identifying information withheld. The name of the alleged assailant may be disclosed, however, if all of the following conditions are met:

i. The alleged assailant represents a serious or ongoing threat to the safety of students, employees, or the institution; and

ii. The immediate assistance of the local law enforcement agency is necessary to contact or detain the alleged assailant.

Note: all publicly available record keeping will be maintained without the inclusion of personally identifiable information about the victim.

TIMELY WARNINGS

The university will issue a timely warning as soon as pertinent information is available when a Clery reportable crime is reported to UPD or a designated campus security authority, occurred in a Clery defined geographical area, and a case by case analysis of pertinent facts known is completed and a determination is made a serious or continuing threat to the community exists.

The Chief of Police is responsible for the decision to issue a timely warning (or a management designee in the absence of the Chief) and will confer with the Clery Director if one is designated by the campus and available, upon receiving a report of an incident reported to a CSA and/or UPD. The Chief of Police, with the Clery Director if one is appointed and is available, will complete a case by case analysis utilizing open communication and collaboration analyzing the reported crime, the known pertinent facts of a reported incident, and determine whether the incident meets all of the following factors: 1) is a Clery reportable crime; 2) occurred in Clery defined geography; and 3) poses a serious or ongoing threat to the community.

If it is determined that any of the three factors are not met, then no timely warning will be issued. If it is determined that all three factors are met, the Chief of Police (or management designee is the absence of the Chief) will determine the content of the timely warning bulletin, disseminate the timely warning expeditiously in a manner likely to reach the entire campus community utilizing one or more, and not limited to, the following methods to issue the timely warning bulletin:

• All employee and student e-mail distribution
• University website
• Public area video display monitors
• Hard copies posted on campus building entrance doors
For clarity to the community when a timely warning is issued it will be titled “Timely Warning Crime Bulletin” and include the following:

- A statement that the Timely Warning Bulletin is being issued in compliance with the Jeanne Clery Act and the purpose is to provide preventative information to the campus community to aid members from becoming the victim of a similar crime.
- The Clery Act reportable crime that occurred
- The date, time, and location the crime occurred
- The date the Timely Warning Bulletin is issued
- A description of the suspect, and name if known, when the suspect is at large and evading apprehension and/or law enforcement is seeking assistance from the public to locate
- Preventative information specifically related to the type of crime which occurred that could help others from becoming the victim of a similar crime

The Timely Warning Bulletins will not include, under any circumstances, the name of the victim, or information so specific that would or likely could identify the victim of the crimes of sexual violence to include rape, dating violence, domestic violence, or stalking. Issuance of timely warnings will be delayed only if the issuance would compromise the apprehension of the suspect or compromise the ability of law enforcement to investigate the crime.

SECURITY OF AND ACCESS TO CAMPUS FACILITIES (MAIN CAMPUS & FARM)

Chico State is deeply committed to the safety of its faculty, staff, and students. We employ several programs designed to promote campus-wide safety. The CSU, Chico Police Department provides 24-hour patrol protection of University buildings (including University Farm), property, parking lots, and residence halls. Officers investigate crimes, alarms, suspicious incidents and persons, and respond to fires and medical aid requests.

Most buildings on the main campus are equipped with card access, which works to provide the highest degree of security possible for our students, faculty, staff, and guests. Campus facilities and buildings are generally open to the campus community and visitors during regular business operation hours. Thereafter, access is only available to individuals with authorized access cards or keys. Facilities Management and Services (FMS) is responsible for programing all University access cards. The Facilities Management and Services' Key Shop is responsible for issuing and keeping a record of all campus keys and provides access to key boxes.

Access to main campus residence halls is restricted to residents, their guests, and University officials. Residents have access to residence halls and their assigned room with their authorized access cards. Lending room keys or access cards to any individual for any reason is prohibited.

All campus residence hall guests must check in at the service desk 24 hours a day. All guests being checked in after 8 p.m. must be at least 18 years of age with a valid government ID. Guests under 18 must be accompanied by a parent or guardian at all times. Guests are issued wrist bands at check-in, which must be worn at all times and returned to the service desk when the guest leaves.

Campus shrubbery, trees, and other vegetation are routinely trimmed and artificial lighting maintained with safety issues in mind. The campus community is encouraged to report unsafe conditions, safety concerns, exterior lighting issues, or telephone malfunctions to Facilities Management and Services at (530) 898-6222 or UPD at (530) 898-5555.

Chico State employs a robust security camera system in many areas on the main campus, including University Housing. Most cameras have the capability of being monitored by University Police dispatchers and footage from these cameras are often used in University Police investigations.
Access to the University Farm is limited after regular business hours; the gates are closed and locked weekday evenings and all weekends. Residents at farm apartments are issued an apartment key when they move in and are provided with the University Farm’s front gate code. Gate codes and keys are not to be shared with any individual for any reason. Residents are not permitted to make copies of their apartment key. All keys are required to be returned to the Farm Office during move out. Residents living in self-owned units on farm property are responsible for securing their units. Farm policy still applies to those students.

Residents are responsible for making sure their guests follow all rules of the University Farm and additional rules outlined in their rental agreement. Farm apartments are sole occupancy only. Overnight guests are limited to one guest per apartment and may not stay for an extended amount of time.

SECURITY OF AND ACCESS TO CAMPUS FACILITIES (REDDING CAMPUS)

Redding Police Department is responsible for law enforcement response to all criminal or suspicious activity on the Redding Campus. For emergencies, they can be reached by dialing 9-1-1 while in the area of the Redding Campus. For non-emergencies, they can be reached by dialing (530) 225-4200.

The Shasta-Tehama-Trinity Joint Community College District (“District”) also provides Campus Safety Officers for the building in which the Redding Campus is located. Chico State's Redding Campus consists of a small amount of leased space within said building. Security is provided on-site Monday through Thursday from 5:45 p.m. to 10:30 p.m., and when needed on Fridays from 4:00 p.m. to 7:30 p.m. The District is also responsible for building maintenance and to address safety concerns.

The District provides card access and/or physical keys to appropriate Chico State officials in order to access leased classrooms and offices. There are no residence halls at the Redding location.

LAW ENFORCEMENT AUTHORITY (MAIN CAMPUS & FARM)

UPD is a full-service state police agency staffed 24 hours a day, 7 days a week by sworn state police officers and state certified public safety dispatchers.

Police officers and dispatchers meet all certification and training requirements as mandated by the California Commission on Peace Officer Standards and Training (POST).

UPD officers are vested with law enforcement powers pursuant to California Penal Code Section 830.2. Their authority extends throughout the state, and they possess full powers of arrest. They are primarily tasked with enforcing campus regulations and state laws (including underage drinking laws) on the property owned or controlled by CSU Chico, but their patrol area also includes areas within the City of Chico that are within a one-mile radius of the campus. University Farm is also patrolled by UPD.

An existing Joint Public Safety Agreement between UPD and the City of Chico Police Department clarifies the roles and responsibilities of each police department for crimes or incidents requiring police attention that occur within the area of concurrent jurisdiction. As part of that agreement, Chico State police officers have the authority to enforce a number of City of Chico public peace and public property municipal ordinances in the same manner as the City of Chico Police Department.

The Chico Police Department provides copies of its police reports to UPD when the reports involve either identifiable student(s) or in such cases where there is strong reason to believe the individuals involved are students. Police officers from both police departments act as trainers and/or participants in joint training sessions. Chico State police officers participate in regional enforcement teams to include those focused on
reducing and/or responding to property, violent, alcohol or other drug crimes and violations in the areas adjacent to the campus.

Two UPD police officers are assigned to the California State University’s Critical Response Unit (CRU). CRU is tasked with responding to crowd control and civil unrest situations as they occur on any of the system’s twenty-three campuses throughout the state.

The Chico State Chief of Police meets monthly with the City of Chico Police Chief, the Butte County Sheriff and District Attorney, and other local, state, and federal law enforcement partners to discuss public safety concerns and activities from a regional perspective.

Chico State encourages the prompt and accurate reporting of all crimes on campus to UPD or other law enforcement agencies when the victim of a crime elects to, or is unable to, make such a report. If the crime occurred off campus, the reporting party should report to the agency that has jurisdiction for that location. If the reporting party is unsure of jurisdiction, UPD can assist in making that determination.

UPD accepts anonymous reporting by phone at (530) 898-5555, via email at dispatch@csuchico.edu, or online at www.csuchico.edu/up. Such reports will be appropriately included in the statistical charts published in this document. UPD recently introduced TIP 411, a program by which you can text 847411 to keyword Chico State as another means to report anonymously.

LAW ENFORCEMENT AUTHORITY (REDDING CAMPUS)

The Shasta-Tehama-Trinity Joint Community College District (The District) employs Campus Safety Officers to provide security at the Redding campus.

The District has an interagency protocol agreement and a Memorandum of Understanding (MOU) with Redding Police Department (RPD). The MOU clarifies agency jurisdiction and responsibility. The District contracts with the City of Redding to provide a School Resource Officer (SRO) to enhance the parties’ ability to effectively address alleged criminal activity through cooperative effort between the Shasta College Campus Safety and Redding Police Department.

Campus Safety Officers have the authority to ask persons for identification and to determine if individuals have lawful business at the College. Campus Safety Officers have authority under the laws of Citizens Arrest, CA Penal Codes 834 and 837, and the College Board of Trustees to provide safety for persons and property on campus, respond to emergencies, assist in medical emergencies and other related safety needs, as well as enforce campus parking regulations and issue parking citations. Campus Safety Officers do not have Peace Officer arrest powers. Campus Safety Officers and Parking Enforcement Officers are not sworn peace officers. However, most officers have completed the same Peace Officers Standards and Training (POST) as municipal law enforcement officers.

SECURITY PROCEDURES AND PRACTICES

NEW STUDENT ORIENTATION PRESENTATIONS

UPD provides an officer for the annual Summer Orientation Program to inform prospective students and their parents/guardians of available police services and safety programs. Similar presentations have been tailored for graduate students or international students and are provided on an as needed basis.

Safety talks are available upon request (to UPD) for any office, organization, or classroom on campus (based on the availability of a police department presenter).
MOONLIGHT SAFETY WALK

Each year, the members of the Public Safety Advisory Board and the University President lead the campus on the Moonlight Safety Walk. The purpose of the program is to identify physical safety concerns on campus. Participants divide into teams to walk through areas of campus in the mid-evening to help identify safety hazards, including inadequate lighting or overgrown brush. Any safety concerns identified during the walk are entered into a database and reviewed by UPD, Facilities Management and Services (FMS), and other relevant campus departments. This occurs on the main campus.

BLUE LIGHT PHONE TESTING

Each month, UPD tests all blue light phones on campus. The outcome of testing for each phone is logged and will be maintained and filed for a minimum of seven years. If there is a malfunction with any blue light phone, an equipment request will be sent to the appropriate office (Facilities Management and Services for lighting malfunctions or User Services for telephone malfunctions). Follow up testing is conducted during the following month to ensure malfunctions are corrected. Blue light phones are located on the main campus only, including University Village.

ACTIVE SHOOTER TRAINING

UPD offers the campus community Active Shooter Training using the “19 seconds” framework. This course provides attendees with information on how to best protect themselves in the event of an active shooter on our campus. “19 Seconds” was designed by the police department at CSU, Fresno specifically for personnel working in academic and educational environments.

This instructor-led course is facilitated by UPD staff and is offered as frequently as can be organized, advertised, and staffed; typically, 2-3 times per calendar year. The audience is primarily campus staff, faculty, and student employees, but others may be invited depending on availability. Chico State also hosts an informational video about active shooter preparedness on our website at the following link: http://www.csuchico.edu/emergencyprep/index.shtml.

DISASTER DRILL AND PREPAREDNESS EXERCISES

All disaster drills and large scale preparedness exercises are scheduled and planned by the Department of Environmental Health and Safety Emergency Preparedness Manager, and/or campus Emergency Manager, in cooperation with University Police, depending on the type of drill or exercise.

A description and plan for the scenario of each event will be reviewed by a member of the UPD staff at the level of Sergeant or above and/or the Emergency Preparedness Manager, or campus Emergency Manager. Building evacuation drills, including all University Housing student residence buildings, are overseen by the Emergency Preparedness Manager. Building evacuation drills are a cooperative effort between Environmental Health and Safety, Facilities Management Services, UPD, University Housing, and University Farm as applicable to the event. The purpose of these drills is to assess and evaluate emergency plans and capabilities. Evacuation drills for Residence Halls are scheduled to occur twice annually, once at the beginning of each semester. Evacuation drills of campus buildings are scheduled to occur annually.

Campus building evacuation drills include the participation of campus Floor Evacuation Coordinators (FECs) who are trained by the Emergency Preparedness Manager. The FEC team of each building meet with the Emergency Preparedness Coordinator to plan prior to each drill. Each building’s team of FECs are trained in the prompt and safe evacuation of buildings, assisting persons with disabilities, and have knowledge of building specific fire and life safety features. Planning for each exercise or drill will include a description of the event, the building or location of the event, the date, time, and any related announcement information. Emergency response and evacuation procedures are publicized prior to, or in conjunction with, each test and are included in a campus wide announcement twice annually, once at the beginning of each semester. The
information provided includes all drill and test dates, as well as, a link to the emergency preparedness web site which provides a specific section detailing evacuation procedures.

Following each exercise or drill, an After Action Report will be completed and kept on file by the Department of Environmental Health and Safety for a period of seven years. The Department of Environmental Health and Safety maintains the campus emergency preparedness web site which includes the campus Emergency Action Plan. The website and Emergency Action Plan provide evacuation procedures, other emergency response procedures, and preparedness information. This information can be found here: https://www.csuchico.edu/emergencyprep/

ACCESS TO DAILY LOG OF POLICE AND FIRE CALLS FOR SERVICE

UPD maintains Chico State’s daily crime log for the most recent 60-day period. The log is open for public inspection during normal business hours or by accessing this link: https://csucpd.crimegraphics.com/2013/default.aspx

Log entries older than 60 days can be obtained by request and are usually fulfilled within two business days. This log is kept for both the main campus and the farm.

CRIME PREVENTION PROGRAMS

R.A.D.

UPD offers a Rape Aggression Defense (R.A.D.) course. R.A.D. is a system of self-defense designed specifically for women. It combines risk-reduction strategies with basic physical defense techniques, making it one of the most comprehensive courses of its kind. The course is taught by certified instructors and is the only women’s self-defense program ever to be endorsed by the International Association of Campus Law Enforcement Administrators (IACLEA).

The course concludes with realistic scenarios performed in a safe environment by trained police department staff. R.A.D. is offered to women within the campus community. R.A.D. is typically offered 1-2 times per year depending on staffing and demand. If a class does not reach capacity, UPD will open it up to other citizens. Please contact UPD for further information.

CAMPUS CONNECTION

Campus Connection is the campus safety shuttle. It runs during the fall and spring academic semesters, 7 days a week, from 6:00 p.m. to midnight and is available to students, staff, and faculty. The shuttle drivers, who are trained student-level Community Service Officers (CSOs) employed by UPD, follow a predesignated route consisting of 15 stops throughout the main campus, campus parking lots, and off-campus University-owned apartments. All of the Campus Connection stops are located near University blue light phones, so that riders have emergency access to UPD while they are waiting for the shuttle. Campus Connection operates on and near the main campus. This program is offered to students, staff, and faculty.

‘NOT ANYMORE’ INTERPERSONAL VIOLENCE PREVENTION PROGRAM

As part of CSU, Chico’s commitment to the safety, health, and wellness of our campus community, the University requires all incoming students to complete Not Anymore, an online interpersonal violence prevention program providing information about consent, bystander intervention, sexual assault, dating and domestic violence, stalking and more. Completion of the Not Anymore online program is mandatory for all incoming students, and should be completed prior to the first day of classes. Failure to complete the program with at least an 80% score results in an academic hold being placed on the student’s records and will prevent the student from registering for classes the following academic period.
Not Anymore refresher training is assigned to all continuing students annually. The refresher versions focus on specific topics for which they had previously received an overview. Campus policies and resources are also highlighted. Completion of the annual Not Anymore refresher program is mandatory for all continuing students. Failure to complete the program with at least an 80% score results in an academic hold being placed on the student’s records and will prevent the student from registering for classes the following academic period. Chico State’s Title IX office administers this program.

CHICO STATE CARE TEAM

The CSU, Chico Campus Assessment Response and Education (CARE) team promotes the safety and wellness of the campus community by collaboratively addressing situations where students are displaying disruptive, threatening, or other troubling behavior. The team investigates reports, performs threat assessments, and determines methods of support, intervention, or takes other appropriate measures to promote safety. A report of CARE team work is published annually.

Crime prevention pamphlets are available in the UPD lobby at the corner of 2nd and Chestnut streets.

CRIMINAL ACTIVITY AT NON-CAMPUS LOCATIONS OF STUDENT ORGANIZATIONS

UPD has primary jurisdiction for non-campus locations of recognized student organizations, such as fraternity and sorority houses, and therefore monitors and responds to criminal activity for those locations within UPD patrol jurisdiction. For certain serious crimes such as homicide, UPD works in conjunction with Chico Police Department to investigate.

ALCOHOL AND DRUGS

To participate in any Title IV federal student financial aid program, institutions must verify that they have a drug and alcohol abuse prevention program available to students and employees. A description of Chico State’s programs that demonstrate compliance with the Drug Free Schools and Communities Act can be found at the following link: https://www.csuchico.edu/prevention/_assets/documents/16-18-biennial-review.pdf

SEXUAL VIOLENCE

The California State University does not discriminate on the basis of sex, gender, including gender identity or expression, or sexual orientation in its education programs or activities. Title IX of the Education Amendments of 1972, and certain other federal and state laws, prohibit discrimination on the basis of sex, gender, or sexual orientation in employment, as well as all education programs and activities operated by the University (both on and off campus), and protect all people regardless of their gender from Sex Discrimination, including Sexual Harassment, Sexual Misconduct, including Sexual Assault, Dating or Domestic Violence, and Stalking.

The University seeks to provide an education environment in which students, faculty, and staff work together in an atmosphere free of Sexual Misconduct, including Sexual Assault, Sexual Harassment, Dating Violence, Domestic Violence and Stalking. Every member of the University community shall be aware that Sexual Misconduct, and/or acts of violence with a sexual nature directed toward another person will not be tolerated and are prohibited by federal and state law and University policy. As members of the University community, students shall comply with University policies and guidelines in addition to federal, state, and local laws.
whether on or off campus. The University will discipline persons identified as responsible for Sexual Misconduct, Dating or Domestic Violence, or Stalking as described in this report and University policy.

In an ongoing effort to prevent Sexual Misconduct, Dating Violence, Domestic Violence and Stalking, the University provides education and prevention programs, investigates complaints, dispenses corrective or disciplinary action where appropriate, provides referrals for medical care/counseling, modified classes, reduced course loads, campus housing changes, work assignment assistance, stay away orders, leaves of absence, and more. The University also provides information to victims on pursuing criminal action and obtaining protective orders if needed. University officials who are responsible for investigating and/or adjudicating cases of Sexual Misconduct, Dating Violence, Domestic Violence, and Stalking receive annual training for compliance with federal, state and CSU system regulations.

The University is committed to empowering victims of Sexual Misconduct, Dating Violence, Domestic Violence, and Stalking by providing ample supportive services, and encouraging their choice of action, regardless of their decision to seek criminal prosecution of offender(s). If requested by the victim, University personnel will assist the victim in notifying the appropriate law enforcement authorities.

PREVENTION, EDUCATION, AND AWARENESS

CSU, Chico has adopted a number of preventive education programs to promote awareness of CSU policies that prohibit Sex Discrimination, Sexual Harassment, Sexual Misconduct, Dating and Domestic Violence, and Stalking, and to increase awareness of resources available to victims. The training programs use the jurisdictional definitions required by the Clery Act, and those definitions are set out in their entirety in the sections titled, “Definitions Per Executive Orders 1095-1097” of this report. Within the programs, information is included to help campus community members understand what conduct is prohibited, define the scope of a problem that is encountered, identify problem behavior when they see it, and be aware of the campus and community resources that are available to victims.

Our programs include risk reduction strategies, which often include educating attendees on the definition of consent that is used throughout our jurisdiction and in our campus policies, as well as actions that can be taken to improve the climate on campus and in the community. Our bystander programs encourage students to A.C.T. (Assess the situation, Choose the best option, Take action) when they see a potentially dangerous situation. We promote safe and positive options for intervention including Distraction, Delegation, and Directly intervening when safe to do so. More detailed descriptions of some of the specific programs are included below.

‘NOT ANYMORE’ INTERPERSONAL VIOLENCE PREVENTION PROGRAM (PREVIOUSLY MENTIONED)

As part of CSU, Chico’s commitment to the safety, health, and wellness of our campus community, the University requires all incoming students to complete Not Anymore, an online interpersonal violence prevention program providing information about consent, bystander intervention, sexual assault, dating and domestic violence, stalking and more. Completion of the Not Anymore online program is mandatory for all incoming students, and should be completed prior to the first day of classes. Failure to complete the program with at least an 80% score results in an academic hold being placed on the student’s records and will prevent the student from registering for classes the following academic period.

Not Anymore refresher training is assigned to all continuing students annually. The refresher versions focus on specific topics for which they had previously received an overview. Campus policies and resources are also highlighted. Completion of the annual Not Anymore refresher program is mandatory for all continuing students. Failure to complete the program with at least an 80% score results in an academic hold being placed on the student’s records and will prevent the student from registering for classes the following academic period.
We offer trauma-informed alternatives to students who may feel distressed by the content of *Not Anymore* through our victim advocacy program, Safe Place.

**WILDCATS ACT (ALCOHOL AND CONSENT TRAINING)**

The Campus Alcohol & Drug Education Center (CADEC) partners with Safe Place to offer Wildcats ACT to incoming residential students. The mission of Wildcats ACT is to provide education and tools for students to understand sexual consent in their own lives. In addition, they teach skills for preventing student drinking deaths and promote a culture of kindness, responsibility, compassion, and respect through bystander intervention. This program is offered annually.

**GREEN DOT BYSTANDER INTERVENTION TRAINING**

This comprehensive violence prevention strategy includes bystander training for students, staff, and faculty. It includes branded messaging campaigns and action events. The ultimate goal is to create a culture of active bystanders who commit to and reinforce the message that violence will not be tolerated at Chico State, and that everyone plays a role in violence prevention. Trainings are offered throughout the year and the program is administered by the Equal Opportunity & Dispute Resolution office. This program is currently in early adoption phase and is expected to be fully implemented in 2021.

**DOMESTIC VIOLENCE AND SEXUAL ASSAULT AWARENESS MONTH PROGRAMMING**

During the months of October (Domestic Violence Awareness Month) and April (Sexual Assault Awareness Month), CSU, Chico offers many different awareness programs to serve the students, staff, faculty, and the greater campus community. The programs are designed to increase awareness of the issues, honor victims of these crimes, and educate the campus on opportunities to participate in the prevention of these crimes. These programs are arranged by WellCat Safe Place except where noted.

Examples of the types of events occurring during these months include:

- Conversations on Respect & Equity (CORE) is a social media series of topics on relationships, consent, boundaries, etc. facilitated on Instagram Live.
- CORE: Cross-Cultural Relationships
- CORE: LGBTQ+
- CORE: Navigating the Election
- CORE: Your Voice Matters: Women of Color Voting this Election
- #MeToo #BlackLivesMatter: An Intersectional Conversation on Sexual Assault on College Campuses
- Red Zone Awareness- to provide awareness and education on statistically increased risk of sexual assault on college campuses (first 6-8 weeks of semester).
- Wear Purple Day honoring those impacted by Domestic Violence.
- Healing After Trauma (HAT)- skills-based self-care group for students impacted by trauma.
- Bro Talks: Rape is Wrong, but Why?
- Bro Talks: Vulnerability in Relationships
- Student Holistic Wellbeing
- Intersection of Survivors & Homelessness
- Student Leadership Training for all student leaders on Trauma Informed Responses and Healing Centered Engagement – (partnership with University Diversity Council- CCLC, Safe Place, Adelante: A Postbaccalaureate Pipeline Program, and Counseling Center)
- Clothesline Project – an event where shirts decorated by students/faculty/staff are hung on Glenn Lawn to raise awareness and support for those impacted by interpersonal violence. – update to being a social media campaign
- Denim Day- an annual awareness day to support those impacted by sexual violence by wearing denim.
- Take Back the Night- (Gender & Sexuality Equity Coalition)
ANNUAL PREVENTION AND AWARENESS TRAINING

Student Athletes, Resident Advisors, members of club sports, and members of fraternities and sororities are provided annual training to promote awareness of affirmative consent, sexual misconduct, dating violence, domestic violence, and stalking. CSU and campus policy information is provided. By focusing on situations that members of these groups may encounter, they are provided information regarding safe and positive options for bystander intervention, myths and facts about sexual misconduct, risk-reduction tips to avoid becoming a victim and to avoid becoming a perpetrator, and resources for victims. Resident Advisors and athletic coaches also receive training to help ensure that they handle incidents of sexual harassment, sexual misconduct, dating or domestic violence, and stalking appropriately. These trainings are coordinated through the Title IX office.

NEW EMPLOYEE ORIENTATION

New Employee Orientation provides general information to new employees. During the orientation, new employees are provided information on campus safety, discrimination, harassment, retaliation, child abuse and their obligation to report. CSU and campus policy information is provided. An emphasis is placed on discussion of employee rights to be free from these types of violations and rights/responsibilities to report to the Title IX coordinator and share confidential resources with victims of sex discrimination, sexual harassment, sexual misconduct, dating or domestic violence, and stalking. This program is administered by Human Resource Service Center.

ANNUAL TITLE IX ONLINE COMPLIANCE TRAINING FOR EMPLOYEES

The CSU Chancellor’s Office provides mandatory Title IX online training to employees. The objective of the training is to help CSU employees identify sex discrimination, sexual harassment, sexual misconduct, domestic or dating violence, and stalking. The training also provides general Title IX information, resources for reporting, and ways employees can help victims. A learning management system is used to automatically assign the training to all employees (including student employees) annually, provides notices of deadlines, and tracks completion of training.

ANNUAL ANNOUNCEMENT TO EMPLOYEES

CSU, Chico sends an annual announcement to all employees highlighting the CSU policies regarding sex discrimination, harassment, sexual misconduct, domestic and dating violence, and stalking. The announcement also serves as a reminder of their obligation to report such incidents and the resources available to victims. This announcement is issued by the Office of the President.

If you have questions about education, prevention, and awareness programs, you may contact:

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Director of Labor Relations and Compliance/Title IX Coordinator
Kendall Hall, Room 220
Chico, CA 95929-0010
Phone: 530-898-4949
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DEFINITIONS PER EXECUTIVE ORDERS 1095-1097

These policy definitions are derived from the local jurisdiction, and based on the California Penal Code, the California Family Code, and the California Evidence Code. In some instances, these definitions may differ slightly from the federal definitions set forth in the next section for mandatory crime statistic reporting. For reportable crime statistics, the Clery Act regulations mandate definitions from the Federal Bureau of Investigation’s (FBI’s) Uniform Crime Reporting (UCR) Handbook.

In 2020, through Secretary of Education Betsy DeVos, the United States Department of Education, Office for Civil Rights (OCR) issued and amended federal regulations (Federal Regulations) implementing Title IX of the Education Amendments of 1972. The Federal Regulations are titled Nondiscrimination on the Basis of Sex in Education Programs or Activities Receiving Federal Financial Assistance (34 C.F.R. 106). The Federal Regulations were published in the Federal Register on May 19, 2020. The Federal Regulations have been implemented in CSU policy by way of an Addendum to Executive Orders 1096 and 1097 known as “Addendum B – Federal Mandated Hearing Addendum.” The definitions required by the Federal Regulations are included below and identified as “Addendum B Definitions.” These definitions will apply where the campus Title IX Coordinator determines that a Formal Complaint of Sexual Harassment, Sexual Assault, Dating Violence, Domestic Violence, or Stalking falls within the scope of Addendum B. Additional Executive Order definitions are included. These definitions apply to conduct that falls outside of the scope of Addendum B.

SEX DISCRIMINATION

An adverse action taken against an individual because of gender or sex (including Sexual Harassment, Sexual Misconduct, Domestic Violence, Dating Violence, and Stalking) as prohibited by Title IX; Title IV; VAWA/Campus SaVE Act; California Education Code § 66250 et seq.; and/or California Government Code § 11135. See also Title VII of the Civil Rights Act of 1964, the California Fair Employment and Housing Act (Cal. Govt. Code § 12940 et seq.), and other applicable laws. Persons of all genders and gender identities can be victims of Sex Discrimination.

ADDENDUM B: SEXUAL HARASSMENT

Sexual Harassment means conduct on the basis of Sex that satisfies one or more of the following:

1. An Employee conditioning the provision of an aid, benefit, or service of the University on an individual's participation in unwelcome sexual conduct;
2. Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to an education program or activity

EXECUTIVE ORDER: SEXUAL HARASSMENT

Sexual Harassment is unwelcome verbal, nonverbal or physical conduct of a sexual nature that includes but is not limited to sexual advances, requests for sexual favors, and any other conduct of a sexual nature where:

1. Submission to, or rejection of, the conduct is explicitly or implicitly used as the basis for any decision affecting a Complainant’s academic status or progress, or access to benefits and services, honors, programs, or activities available at or through the University; or

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2. The conduct is sufficiently severe, persistent or pervasive that its effect, whether or not intended, could be considered by a reasonable person in the shoes of the Complainant, and is in fact considered by the Complainant, as limiting his or her ability to participate in or benefit from the services, activities or opportunities offered by the University; or

3. The conduct is sufficiently severe, persistent or pervasive that its effect, whether or not intended, could be considered by a reasonable person in the shoes of the Complainant, and is in fact considered by the Complainant, as creating an intimidating, hostile or offensive environment.

Sexual Harassment could include being forced to engage in unwanted sexual contact as a condition of membership in a student organization; being subjected to video exploitation or a campaign of sexually explicit graffiti; or frequently being exposed to unwanted images of a sexual nature in a classroom or work environment that are unrelated to the coursework or employment. Sexual Harassment also includes acts of verbal, non-verbal or physical aggression, intimidation or hostility based on gender or sex-stereotyping, even if those acts do not involve conduct of a sexual nature. The University’s policy covers unwelcome conduct of a sexual nature. While romantic, sexual, intimate, personal or social relationships between members of the University community may begin as consensual, they may evolve into situations that lead to Sexual Harassment or Sexual Misconduct, including Dating or Domestic Violence, or Stalking, subject to University policy.

EXECUTIVE ORDER: SEXUAL MISCONDUCT

All sexual activity between members of the CSU community must be based on Affirmative Consent. Engaging in any sexual activity without first obtaining Affirmative Consent to the specific activity is Sexual Misconduct, whether or not the conduct violates any civil or criminal law.

Sexual activity includes, but is not limited to, kissing, touching intimate body parts, fondling, intercourse, penetration of any body part, and oral sex. It also includes any unwelcome physical sexual acts, such as unwelcome sexual touching, Sexual Assault, Sexual Battery, Rape, and Dating Violence. When based on gender, Domestic Violence or Stalking also constitute Sexual Misconduct. Sexual Misconduct may include using physical force, violence, threat, or intimidation, ignoring the objections of the other person, causing the other person's intoxication or incapacitation through the use of drugs or alcohol, or taking advantage of the other person's incapacitation (including voluntary intoxication) to engage in sexual activity. Persons of all genders can be victims of these forms of Sexual Misconduct. Sexual activity with a minor is never consensual when the complainant is under 18 years old, because the minor is considered incapable of giving legal consent due to age.

ADDENDUM B: SEXUAL ASSAULT:

a. Rape is the penetration, or attempted penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the Affirmative Consent of the Complainant. Rape also includes the attempted penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the Affirmative Consent of the Complainant, with the present ability and the intent to commit Rape.

b. Fondling is the touching of the private body parts of another person for the purpose of sexual gratification, without the Affirmative Consent of the victim, including instances where the Complainant is incapable of giving Affirmative Consent because of their age or because of their temporary or permanent mental incapacity.

c. Incest is sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.

d. Statutory Rape is sexual intercourse with a person who is under the age of 18 years, the California statutory age of consent.
AFFIRMATIVE CONSENT (Applicable in Addendum B and non-Addendum B matters)

An informed, affirmative, conscious, voluntary, and mutually agreement to engage in sexual activity. It is the responsibility of each person involved in the sexual activity to ensure Affirmative Consent has been obtained from the other participant(s) to engage in the sexual activity. Lack of protest or resistance does not mean Affirmative Consent, nor does silence mean consent. Affirmative Consent must be voluntary, and given without coercion. Force, threats, or intimidation.

• The existence of a dating or social relationship between those involved, or the fact of past sexual activities between them, should never by itself be assumed to be an indicator of Affirmative Consent. A request for someone to use a condom or birth control does not, in and of itself, constitute Affirmative Consent.
• Affirmative Consent can be withdrawn or revoked. Consent to one form of sexual activity (or one sexual act) does not constitute consent to other forms of sexual activity. Consent given to sexual activity on one occasion does not constitute consent on another occasion. There must always be mutual and affirmative consent to engage in sexual activity. Consent must be ongoing throughout a sexual activity and can be revoked at any time, including after penetration. Once consent is withdrawn or revoked, the sexual activity must stop immediately.
• Affirmative Consent cannot be given by a person who is incapacitated. A person is unable to consent when asleep, unconscious or is incapacitated due to the influence of drugs, alcohol or medication so that the person could not understand the fact, nature or extent of the sexual activity. A person is incapacitated if they lack the physical and/or mental ability to make informed, rational decisions.
• Whether an intoxicated person (as a result of using alcohol or other drugs) is incapacitated depends on the extent to which the alcohol or other drugs impact the person’s decision-making ability, awareness of consequences, and ability to make informed judgments. A person’s own intoxication or incapacitation from drugs or alcohol does not diminish that person’s responsibility to obtain Affirmative Consent before engaging in sexual activity.
• A person with a medical or mental disability may also lack the capacity to give consent.
• Sexual activity with a minor (a person under 18 years old) is not consensual, because a minor is considered incapable of giving consent due to age.
• It shall not be a valid excuse that a person affirmatively consented to the sexual activity if the respondent knew or reasonably should have known that the person was unable to consent to the sexual activity under any of the following circumstances:
  o The person was asleep or unconscious;
  o The person was incapacitated due to the influence of drugs, alcohol or medication, so that the person could not understand the fact, nature or extent of the sexual activity;
  o The person was unable to communicate due to a mental or physical condition.
• It shall not be a valid excuse that the respondent believed that the person consented to the sexual activity under either of the following circumstances:
  o The respondent’s belief in Affirmative Consent arose from the intoxication or recklessness of the respondent;
  o The respondent did not take reasonable steps, in the circumstances known to the respondent at the time, to ascertain whether the person affirmatively consented.

ADDENDUM B: DOMESTIC VIOLENCE

Physical violence or threat of physical violence committed by a current or former spouse or intimate partner of the Complainant, by a person with whom the Complainant shares a child in common, by a person who is cohabitating with or has cohabitated with the Complainant as a spouse or intimate partner, by a person similarly situated to a spouse of the Complainant.
EXECUTIVE ORDER: DOMESTIC VIOLENCE
Abuse committed against someone who is a current or former spouse; current or former cohabitant; someone with whom the Respondent has a child; someone with whom the Respondent has or had a dating or engagement relationship; or a person similarly situated under California domestic or family violence law. Cohabitant means two unrelated persons living together for a substantial period of time, resulting in some permanency of relationship. It does not include roommates who do not have a romantic, intimate, or sexual relationship. Factors that may determine whether persons are cohabiting include, but are not limited to: (1) sexual relations between the Parties while sharing the same living quarters; (2) sharing of income or expenses; (3) joint use or ownership of property; (4) whether the Parties hold themselves out as spouses; (5) the continuity of the relationship; and, (6) the length of the relationship. For purposes of this definition, "abuse" means intentionally or recklessly causing or attempting to cause bodily injury or placing another person in reasonable apprehension of imminent serious bodily injury to self, or another. Abuse does not include non-physical, emotional distress or injury.

ADDENDUM B: DATING VIOLENCE
Physical violence or threat of physical violence committed by a person—
   a. who is or has been in a social relationship of a romantic or intimate nature with the Complainant; and
   b. where the existence of such a relationship shall be determined based on a consideration of the following factors:
      i. The length of the relationship.
      ii. The type of relationship.
      iii. The frequency of interaction between the persons involved in the relationship.

EXECUTIVE ORDER: DATING VIOLENCE
Abuse committed by a person who is or has been in a social or dating relationship of a romantic or intimate nature with the victim. This may include someone the victim just met; i.e., at a party, introduced through a friend, or on a social networking website. For purposes of this definition, "abuse" means intentionally or recklessly causing or attempting to cause bodily injury or placing another person in reasonable apprehension of imminent serious bodily injury to self or another. Abuse does not include non-physical, emotional distress or injury.

ADDENDUM B: STALKING
Engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for his or her safety or the safety of others; or suffer substantial emotional distress.

EXECUTIVE ORDER: STALKING
Engaging in a repeated Course of Conduct directed at a specific person that would cause a Reasonable Person to fear for his or her safety or the safety of others, or to suffer Substantial Emotional Distress. For purposes of this definition:

- Course of Conduct means two or more acts, including but not limited to, acts in which the stalker directly, indirectly, or through Third Parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about a person, or interferes with a person's property;
- Reasonable Person means a reasonable person under similar circumstances and with the same Protected Status(es) as the complainant;
- Substantial Emotional Distress means significant mental suffering or anguish that may, but does not necessarily require medical or other professional treatment or counseling.
- Protected Status includes Age, Disability (physical or mental), Gender (or sex), Genetic Information, Gender Identity or Expression, Nationality, Marital Status, Race or Ethnicity, Religion, Sexual Orientation, and Veteran or Military Status.
PROCEDURES FOR REPORTING A CRIME OF SEXUAL VIOLENCE/SEXUAL MISCONDUCT

Call 9-1-1 in any kind of emergency, or when facing immediate harm or threat of harm.

Persons who have experienced Sexual Misconduct/Sexual Assault, including Rape, Dating Violence, Domestic Violence, or Stalking, are encouraged to seek immediate assistance from police and healthcare providers for their physical safety, emotional support and medical care. University or local police can escort victims to a safe place and transport them to a hospital for medical treatment, if needed. University police can also provide access to a Sexual Assault Victim Advocate. Regardless of whether an individual chooses to notify the police, they are strongly encouraged to seek assistance from the campus Title IX Coordinator and/or a Sexual Assault Victim Advocate or counselor who can provide information on options, rights and remedies.

A written explanation of rights and options must be provided to a Student, Employee or Third Party who reports to the University that s/he has been a victim of Sexual Misconduct/Sexual Assault, Dating or Domestic Violence, or Stalking, whether the offense occurred on or off Campus. It is the Title IX Coordinator’s responsibility to ensure this written Notice is provided to the complainant/victim(s). The Title IX Coordinator annually provides the written explanation of Rights and Options for Victims of Sexual Misconduct/Sexual Assault, Dating or Domestic Violence, or Stalking (Attachment C in Executive Order 1095) to all members of the campus community including Sexual Misconduct/Sexual Assault, Dating or Domestic Violence, or Stalking victims. This includes information on preservation of evidence, how and to whom to report the alleged offense, the options available regarding and involving law enforcement and campus authorities (including notification of law enforcement authorities, being assisted by campus authorities in notifying law enforcement if the victim chooses, and declining to notify the authorities), and notification of the rights of victims to seek orders of protection and request “no-contact” orders, and restraining orders.

Victims have the right to decide who and when to tell about Sexual Misconduct/Sexual Assault, Dating and Domestic Violence, and Stalking. However, it is very important that they get medical attention after being assaulted. Following the incident, a victim may be physically injured, may have contracted a sexually transmitted disease, or may become pregnant.

The University’s primary concern is the safety and well-being of every member of the campus community. The use of alcohol or drugs never makes the victim at fault. If a campus community member has experienced Sexual Misconduct, Dating Violence, Domestic Violence, or Stalking they should not be deterred from reporting the incident out of a concern that they might be disciplined for related violations of drug, alcohol, or other University policies. A person who participates in investigations or proceedings involving Sexual Misconduct/Sexual Assault, Dating Violence, Domestic Violence, or Stalking will not be subject to discipline for related violations of the Student Conduct Code or other University policies at or near the time of the incident unless the University determines the conduct places the health and safety of another person at risk, or is otherwise egregious.

The University encourages victims of Sexual Misconduct/Sexual Assault, Dating Violence, Domestic Violence, or Stalking to talk to someone about what happened – so they can get the support they need, and so the University can respond appropriately. Whether — and the extent to which — a University employee may agree to maintain confidentiality (and not disclose information to the Title IX Coordinator) depends on the employee’s position and responsibilities at the University. The following information is intended to make everyone aware of the various reporting and confidential disclosure options available to them – so they can make informed choices about where to turn for help. The University strongly encourages victims to talk to someone identified in one or more of these groups.

Certain University employees, listed below, are required by law to maintain near or complete confidentiality; talking to them is sometimes called a “privileged communication.” University law enforcement employees may maintain the victim’s identity as confidential, if requested by the victim, but will report the facts of the incident
to the Title IX Coordinator, including the identity of the perpetrator. Most other University employees are required to report all details of an incident (including the identities of both the victim and alleged perpetrator) to the Title IX Coordinator so the University can take immediate action to protect the victim, and take steps to correct and eliminate the misconduct.

University Police, the Title IX Coordinator, University-employed physicians, professional counselors, licensed clinical social workers, sexual assault and domestic violence counselors and advocates, and certain other University employees are required to explain to victims their rights and options with respect to confidentiality.

PRIVILEGED AND CONFIDENTIAL REPORTS

Treating physicians, psychotherapists, professional counselors, and clergy who work or volunteer providing medical or mental health treatment or counseling (including those who act in that role under their supervision may not report any information about an incident of Sexual Misconduct/Sexual Assault, Dating Violence, Domestic Violence, or Stalking to anyone else at the University, including the Title IX Coordinator, without the victim’s consent. A victim can seek assistance and support from physicians, psychotherapists, professional, licensed counselors, and clergy without triggering a University investigation that could reveal the victim’s identity or the fact of the victim’s disclosure. However, see limited exceptions below regarding when these professionals must report to local law enforcement agencies. These confidential professionals should explain these limited exceptions to victims, if applicable.

The University will be unable to conduct an investigation into a particular incident or pursue disciplinary action against a perpetrator if a victim chooses to (1) speak only to a treating physician, psychotherapist, professional counselor, or clergy member, and (2) maintain complete confidentiality. Even so, these individuals will assist victims in receiving other necessary protection and support, such as victim advocacy, disability, medical/health or mental health services, or legal services, and will advise victims regarding their right to file a Title IX complaint with the University and a separate complaint with local or University Police. If a victim insists on confidentiality, the University will likely not be able to fully assist the victim with: University academic support or accommodations; changes to University-based living or working schedules; or adjustments to course schedules.

A victim who at first requests confidentiality may later decide to file a complaint with the University or report the incident to the police, and thus have the incident fully investigated. Counselors and advocates can provide victims with that assistance if requested. Treating physicians, psychotherapists, professional counselors, and clergy will also explain that Title IX includes protections against retaliation, and that the University will not only take steps to prevent retaliation when it knows or reasonably should know of possible retaliation, but will also take strong responsive action if it occurs.

EXCEPTIONS TO CONFIDENTIALITY

Under California law, any health practitioner employed in a health facility, clinic, physician's office, or local or state public health department or clinic is required to make a report to local law enforcement if they provide medical services for a physical condition to a patient/victim who they know or reasonably suspects is suffering from (1) a wound or physical injury inflicted by a firearm; or (2) any wound or other physical injury inflicted upon a victim where the injury is the result of assaultive or abusive conduct (including Sexual Misconduct/Sexual Assault, Domestic Violence, and Dating Violence).

This exception does not apply to sexual assault and domestic violence counselors and advocates. Health care practitioners should explain this limited exception to victims, if applicable.
Additionally, under California law, physicians, psychotherapists, professional counselors, licensed clinical social workers, clergy, and sexual assault and domestic violence counselors and advocates are mandatory child abuse and neglect reporters, and are required to report incidents involving victims under 18 years of age to local law enforcement. These professionals will explain this limited exception to victims, if applicable. Finally, some or all of these professionals may also have reporting obligations under California law to (1) local law enforcement in cases involving threats of immediate or imminent harm to self or others where disclosure of the information is necessary to prevent the threatened danger; (2) to the court if compelled by court order or subpoena in a criminal proceeding related to the sexual violence incident. If applicable, these professionals will explain this limited exception to victims.

**Preservation of Evidence**

In cases of Sexual Misconduct/Sexual Assault, Dating Violence, Domestic Violence, or Stalking, the preservation of physical evidence is important to facilitate the identity and successful prosecution of the offender. The victim should not change clothes, bathe, douche, or shower following the attack. Sexual Assault Response Team (S.A.R.T.) medical personnel are trained to collect, process, and preserve physical evidence of Sexual Misconduct, and are committed in their assistance to the victim. Victims may request a S.A.R.T. exam to preserve forensic evidence without completing a police report. This evidence may be used in the case a victim wishes to report the assault at a later date. Victims are not financially responsible for S.A.R.T. exams and the cost will be the responsibility of the local law enforcement jurisdiction.

As time passes, evidence may dissipate or become lost or unavailable, thereby making investigation, possible prosecution, disciplinary proceedings, or obtaining protection orders related to the incident more difficult. Victims who choose not to make a complaint regarding an incident, nevertheless should consider speaking with University Police or other law enforcement to preserve evidence in the event that they change their mind and wish to report the assault at a later date.

A victim has the right to have a confidential advocate present when reporting to law enforcement and during examinations. With the victim’s consent, the confidential advocate will assess the victim’s immediate needs and provide support and referral as appropriate. This confidential assistance may include: counseling, information concerning rape trauma syndrome; information on the collection of medical evidence and available health services to test for injuries, sexually transmitted diseases, and/or pregnancy. Assistance is also available with access to other resources and services, including assistance in obtaining emergency protection orders and restraining orders.

**Reporting Options**

Victims have several reporting options including those with confidentiality and may pursue one or all of these options at any time. Victims have a right to have a friend, family member, sexual assault victim advocate, or other representative present while reporting the incident. They also have the right to have a sexual assault victim advocate and support person of their choice present with them during a rape examination. The campus Title IX Coordinator can assist in notifying the police. Victims may also take any of the actions below.

**Reporting to the Police**

Reporting to University Police and/or local police is an option at any time. Victims who choose not to report to the police immediately following a Sexual Misconduct/Sexual Assault, Dating and Domestic Violence, or Stalking incident, can still make the report at a later time. However, with the passage of time, the ability to gather evidence to assist with criminal prosecution may be limited. Depending on the circumstances, the police may be able to obtain a criminal restraining order on the victim’s behalf.
As soon after the incident as possible, victims of Sexual Misconduct/Sexual Assault, Dating Violence, Domestic Violence, or Stalking are strongly encouraged to report the incident to the police. Sexual Misconduct/Sexual Assault, Dating Violence, Domestic Violence, or Stalking may be reported to the University Police Department by dialing 911. The University Police will support all victims of Sexual Misconduct/Sexual Assault, Dating Violence, Domestic Violence, or Stalking regardless of their decision to seek criminal prosecution of the offender or not. Victims have the option to report anonymously to the police and the decision to seek criminal prosecution remains with the victim. University Police will protect the confidentiality of the victim to the extent permitted by applicable California State law.

If a victim reports to a local police agency or the University Police about Sexual Misconduct/Sexual Assault, Dating Violence, Domestic Violence, or Stalking, the police are required to notify victims that their names will become a matter of public record unless confidentiality is requested. If a victim requests that their identity be kept confidential, their name will not become a matter of public record and the police will not report the victim’s identity to anyone else at the University, including the Title IX Coordinator. University Police will, however, report the facts of the incident itself, including the identity of the perpetrator if known, to the Title IX Coordinator being sure not to reveal the victim names/identities or compromise their own criminal investigation. The University is required by the federal Clery Act to report certain types of crimes (including certain sex offenses) in statistical reports. However, while the University will report the type of incident in the annual crime statistics report known as the Annual Security Report, victim names/identities will not be revealed.

REPORTING TO A CSA

Any member of the University community may report incidents of Sexual Misconduct/Sexual Assault, Dating Violence, Domestic Violence or Stalking to any Campus Security Authority (CSA’s). These University personnel will assist the victim in notifying the appropriate law enforcement agency if the victim requests the assistance of law enforcement. In addition, most campus employees including CSA’s are required to report incidents of Sexual Misconduct/Sexual Assault, Dating Violence, Dating Violence and Stalking to the Title IX Coordinator. Title IX Coordinator reporting responsibilities are described in detail below.

NOTE: If the University determines that the perpetrator poses a serious and immediate threat to the campus community, under the Clery Act the campus may be required to issue a timely warning to the community. Any such warning will not include any information that identifies the victim.

ADMINISTRATIVE

Victims may report to the campus Title IX Coordinator, who will provide written and verbal information regarding applicable University complaint procedures for investigating and addressing the incident. The Title IX Coordinator will also provide information regarding resources available to victims, as well as information regarding their rights and options. Contact information for the Title IX Coordinator is listed above.

The Campus Title IX Coordinator will also provide information regarding any reasonable Supportive Measures the University may offer prior to conclusion of an investigation to reduce or eliminate negative impact and provide available assistance. Examples include: adjustment to work assignments, housing locations, course schedules or supervisory reporting relationship; mutual restrictions on contact between the Complainant and the Respondent; leaves of absence; or campus escorts. These options may be available whether or not the victim chooses to report the incident to Campus police or law enforcement. The Title IX Coordinator remains available to assist the victim and provide reasonable Supportive Measures requested throughout the reporting, investigative, and disciplinary processes, and thereafter.

REPORTING TO A TITLE IX COORDINATOR OR RESPONSIBLE EMPLOYEE

Many resources and options are available on and off campus including confidential and privileged communication options. The University has designated a Title IX Coordinator as the primary point of contact to provide victims with assistance and support, and to monitor and oversee overall compliance with laws and policies related to Sexual Misconduct/Sexual Assault, Dating and Domestic Violence, and Stalking. The campus
Title IX Coordinator is available to explain and discuss rights to file a criminal complaint and to assist in doing so; the University’s relevant formal complaint process, and rights to receive assistance with that process, including the investigation process; how confidentiality is handled; available resources, both on and off campus; and other related matters.

Most University employees have a duty to report disclosed incidents of Sexual Misconduct/Sexual Assault, Dating Violence, Domestic Violence, or Stalking when they are on notice of it. When a victim tells the Title IX Coordinator or another non-confidential University employee about a Sexual Misconduct/Sexual Assault, Dating Violence, Domestic Violence, or Stalking incident, the victim has the right to expect the University to take immediate and appropriate steps to investigate what happened and to resolve the matter promptly and equitably. In all cases, the University strongly encourages victims to report Sexual Misconduct, Dating Violence, Domestic Violence, or Stalking directly to the campus Title IX Coordinator.

As detailed above, most University employees except treating physicians, licensed counselors, and clergy must report to the Title IX Coordinator all relevant details about any Sexual Misconduct/Sexual Assault, Dating Violence, Domestic Violence, or Stalking incidents of which they become aware. The University will need to determine what happened and will need to know the names of the victim(s) and the alleged perpetrator(s), any witnesses, and any other relevant facts, including the date, time and specific location of the incident.

To the extent possible, information reported to the Title IX Coordinator or other University employees will be kept private and shared only with individuals responsible for handling the University’s response to the incident. Any Supportive Measures will remain confidential except when it is not possible to maintain confidentiality in order to provide the Supportive Measures. The University will protect the privacy of individuals involved in a Sexual Misconduct/Sexual Assault, Dating Violence, Domestic Violence, or Stalking incident except as otherwise required by law or University policy. A Sexual Misconduct/Sexual Assault, Dating Violence, Domestic Violence, or Stalking report may result in the gathering of extremely sensitive information about individuals in the campus community. While such information is considered confidential, University policy regarding access to public records and disclosure of personal information may require disclosure of certain information concerning a report. In such cases, efforts will be made to redact the records, as appropriate, in order to protect the victim’s identity and privacy and the privacy of other involved individuals. Except as detailed in the section on Privileged and Confidential Communications above, no University employee, including the Title IX Coordinator, should disclose the victim’s identity to the police without the victim’s consent or unless the victim has also reported the incident to the police.

If a victim requests of the Title IX Coordinator or another University employee that their identity remain completely confidential, the Title IX Coordinator will explain that the University cannot always honor that request and guarantee complete confidentiality. If a victim wishes to remain confidential or request that no investigation be conducted or disciplinary action taken, the University must weigh that request against the University’s obligation to provide a safe, non-discriminatory environment for all students, employees and third parties, including the victim. Under those circumstances, the Title IX Coordinator will determine whether the victim’s request for complete confidentiality and/or no investigation can be honored under the facts and circumstances of the particular case, including whether the University has a legal obligation to report the incident, conduct an investigation or take other appropriate steps. Without information about a victim’s identity, the University’s ability to meaningfully investigate the incident and pursue disciplinary action against the perpetrator may be severely limited.

The Title IX Coordinator will inform the victim of the initiation of an investigation prior to starting an investigation and will, to the extent possible, only share information with people responsible for handling the University’s response to the incident. The Title IX Coordinator will remain mindful of the victim’s well-being, and will take ongoing steps to protect the victim from retaliation or harm, and work with the victim to create a safety plan. Retaliation against the victim, whether by students, employees or third parties, will not be tolerated. The University and Title IX Coordinator will also:

• Provide Supportive Measures requested by the victim and the other party to a complaint, if they are reasonably available, regardless of whether the victim chooses to report to campus or local police;
• Assist victims in accessing available victim advocacy, academic support, counseling, disability, medical/health or mental health services, and legal assistance both on and off campus;
• Assist victims in accessing available financial aid assistance, assistance with transportation, and visa or immigration assistance.
• Provide security and support, which could include issuing a mutual no-contact order, helping arrange a change of campus-based living or working arrangements or course schedules or adjustments for assignments, tests, or work duties; and
• Inform victims of their right to report a crime to University or local police – and provide victims with assistance if desired.

The Title IX Coordinator is responsible for coordinating the effective implementation of Supportive Measures. Supportive Measures will remain confidential except when it is not possible to maintain confidentiality in order to provide the Supportive Measures.

The University will not require a victim to participate in any investigation or disciplinary proceeding if the victim does not wish to participate.

The University will not generally notify parents or legal guardians of a Sexual Misconduct/Sexual Assault, Dating Violence, Domestic Violence, or Stalking report unless the victim is under 18 years old or the victim provides the University with written permission to do so.

The institution will, upon written request, disclose to the alleged victim of a crime of violence or a non-forcible sex offense, the report on the results of any disciplinary proceeding conducted by the institution against a student who is the alleged perpetrator of such a crime or offense. If the alleged victim is deceased as a result of such crime or offense, the next of kin of such a victim shall be treated as the alleged victim.

Under California law, and pursuant to University policy, many University employees, including the Title IX Coordinator, are mandatory child abuse and neglect reporters and should explain to victims under 18 years of age that they are required to report the incident to the police. However, the identity of the person who reports and the report itself are confidential and disclosed only among appropriate agencies.

Because the University is under a continuing legal obligation to address the issue of Sexual Misconduct/Sexual Assault, Dating Violence, Domestic Violence, or Stalking campus-wide, reports (including non-identifying reports) may also require the University to consider broader remedial action – such as increased monitoring, supervision or security at locations where the reported incident(s) occurred; increased education, training and prevention efforts, including to targeted population groups; climate assessments/victimization surveys; and/or revision of policies and practices.

NON-REPORTING

Victims are strongly encouraged to formally report any incident of Sexual Misconduct/Sexual Assault, Dating and Domestic Violence, or Stalking to the police and/or campus Title IX Coordinator so that steps may be taken to protect them and the rest of the campus community. However, non-reporting is also an option.

CIVIL LAWSUIT

Victims may choose to file a civil lawsuit against the perpetrator, whether or not criminal charges have been filed. A civil lawsuit provides the opportunity to recover actual damages, which may include compensation for medical expenses, lost wages, pain, suffering and emotional distress.
RESTRAINING ORDERS

Victims may also choose to obtain a protective or restraining order (such as a Domestic Violence restraining order or a civil harassment restraining order). Restraining orders must be obtained from a court in the jurisdiction where the incident occurred. Restraining orders can protect victims who have experienced or are reasonably in fear of physical violence, Sexual Misconduct/Sexual Assault, Dating Violence, Domestic Violence, or Stalking. The campus Title IX Coordinator or Sexual Assault Victim’s Advocate can offer assistance with obtaining a protective or restraining order.

Butte County employs a Self-Help Assistance and Referral Program (SHARP) to assist the public with various legal issues, including restraining orders. They can be reached by phone at (530) 532-7015, by email at asksharp@buttecourt.ca.gov, or on the web at: https://sharpcourts.org/about-sharp/onlinereresources/.

DISCIPLINARY PROCEDURES

The investigation and hearing process (when applicable) from initial formal complaint to final result shall be prompt, fair, and impartial. An investigator will meet separately with the complainant and the respondent and other potential witnesses to gather information.

Victims are not required to participate in any University disciplinary process and may choose not to be a part of it. Disciplinary procedures will:

• Provide a prompt, fair, and impartial process and resolution;
• Be conducted by officials who receive annual training on Sexual Misconduct/Sexual Assault, Dating Violence, Domestic Violence, and Stalking and how to conduct a hearing process that protects members of the campus community and promotes accountability;
• Provide the complainant and respondent the same opportunity to be accompanied to any related meeting or proceeding by the Support Advisor of their choice;
• Simultaneously inform the complainant and respondent in writing of:
  o The outcome of the disciplinary proceeding;
  o The University’s procedures to appeal the results of the disciplinary proceeding;
  o Any change to the disciplinary results that occurs prior to the time such results become final; and
  o When disciplinary results become final.

COMPLAINT PROCEDURES

The CSU has adopted and published complaint procedures that provide for prompt, impartial, and equitable resolution of complaints of Sex Discrimination, including Sexual Harassment, Sexual Misconduct/Sexual Assault, Sexual Assault, Domestic Violence, Dating Violence, and Stalking.

Formal Complaints can be filed by contacting the Title IX/DHR office by phone at 530-898-4949, or by emailing titleix@csuchico.edu. Information about filing a complaint, as well as the complaint form itself, is available here: https://www.csuchico.edu/title-ix/filing-a-complaint.shtml.

Regardless of whether an employee, a student or a third party ultimately files a formal complaint under the applicable complaint procedure, if the University knows or has reason to know about possible Sex Discrimination, Sexual Harassment, Sexual Misconduct , Domestic Violence, Dating Violence, and Stalking, the Title IX Coordinator must review the matter to determine if an investigation is warranted. When warranted, all such investigations must be prompt, thorough and impartial. The University must then take appropriate steps to eliminate the Sex Discrimination, Sexual Harassment, Sexual Misconduct/Sexual Assault, Domestic Violence, Dating Violence, and/or Stalking, prevent its recurrence, and remedy its effects.
COMPLAINTS MADE BY STUDENTS

Executive Order 1097, entitled "Systemwide Policy Prohibiting Discrimination, Harassment, and Retaliation, Sexual Misconduct, Dating and Domestic Violence, and Stalking Against Students and Systemwide Procedure for Addressing Such Complaints by Students" is the appropriate systemwide procedure for all complaints of Sex Discrimination, Sexual Harassment, Sexual Misconduct, Sexual Violence, Domestic Violence, Dating Violence, and Stalking made by CSU students against the CSU, a CSU employee, another CSU student, or a third party. Executive Order 1097 can be viewed at https://calstate.policystat.com/policy/6742744/latest/

COMPLAINTS MADE BY EMPLOYEES, FORMER EMPLOYEES, THIRD PARTIES, AND APPLICANTS FOR EMPLOYMENT

Executive Order 1096, entitled “Systemwide Policy Prohibiting Discrimination, Harassment and Retaliation, Sexual Misconduct/Sexual Assault, Dating and Domestic Violence, and Stalking Against Employees and Third Parties and Systemwide Procedure for Addressing Such Complaints by Employees and Third Parties” is the appropriate systemwide procedure for all complaints of Sex Discrimination, Sexual Harassment, Sexual Misconduct, Domestic Violence, Dating Violence, and Stalking made by employees and former employees against the CSU, another CSU employee, a CSU student or a third party.

Employees covered by a collective bargaining agreement that provides a grievance procedure for raising allegations of Sex Discrimination or Sexual Harassment, including Sexual Misconduct, Domestic Violence, Dating Violence, and Stalking shall use the grievance procedure specified in their collective bargaining agreement. Executive Order 1096 can be viewed at https://calstate.policystat.com/policy/6743499/latest/

COMPLAINTS MADE BY STUDENT-EMPLOYEES

Executive Order 1096 is the appropriate system-wide procedure for all complaints of Sex Discrimination, including Sexual Harassment, Sexual Misconduct, Dating and Domestic Violence, and Stalking, made by student-employees where the alleged Sex Discrimination, Sexual Misconduct, Domestic Violence, Dating Violence, and Stalking arose out of the person’s status as an employee and not their status as a student. Executive Order 1096 can be viewed at https://calstate.policystat.com/policy/6743499/latest/

When the Title IX Coordinator receives a Formal Complaint, or where new information or events arise, the Title IX Coordinator will assess whether the Formal Complaint meets the requirements of the Federal Regulations to move forward under the process in Addendum B. A determination that allegations in a Formal Complaint do not meet the requirements of the Federal Regulations will result in a dismissal of the allegations in the Formal Complaint that do not meet the requirements and, in some cases, a referral of the allegations to another process as the University may have an obligation to address the matter under other laws and policies.

Written notice of a mandatory or discretionary dismissal and reason(s) for the dismissal will be sent simultaneously to the Parties when a Title IX Coordinator dismisses a Formal Complaint. The notice will inform the Parties of their right to appeal the dismissal, whether the matter will be referred to another process and the process for submitting an appeal. This notice may be accompanied by a Notice of Allegations, as described in Article VI. below, where a Notice of Allegations has not already been provided.

Either Party may appeal from a dismissal of a Formal Complaint or any part of the Complaint. The appeal must be filed within 10 Working Days from the date of the Notice of Dismissal. The appeal will be in writing and will be based only on one or more of the following grounds: a procedural irregularity occurred that affected the dismissal of the Formal Complaint; new evidence that was not reasonably available at the time the dismissal decision was made that could affect the decision to dismiss the Formal Complaint; or the Title IX Coordinator (or designee) who dismissed the Formal Complaint had a conflict of interest or bias for or against the complainant or respondent in this case or complainants or respondents in general.
Appeals will be filed with the Chancellor’s Office (CO) and will be addressed to:

Systemwide Title IX Unit  
Systemwide Human Resources  
Office of the Chancellor  
TIX-Dismissal-Appeals@calstate.edu

If you are unable to file an appeal or a response to an appeal electronically, please contact the Campus Title IX Office for assistance.

When an appeal is submitted, the other Party as well as the Campus Title IX Coordinator will be notified in writing. In response to the appeal, the other Party will be given 5 Working Days from their receipt of notice of the appeal to submit a written statement in support of or challenging the dismissal. Within 10 Working Days of the CO’s receipt of the appeal, the Parties will Simultaneously receive (via email) a written decision with explanation.

The CO review will not involve a new assessment of the Dismissal/Referral or consideration of evidence that was not introduced during the Campus review, unless the new evidence was not reasonably available at the time of the review.

If the CO review determines that the Dismissal/Referral should be reviewed to cure any defects, the matter will be remanded back to the Campus to reassess within a timeframe specified by the CO. The Parties will be informed Simultaneously of the review and the timeframe. Once the review is complete the Campus will provide the Parties and the CO with either a Notice of Dismissal/Referral or Notice of Allegations, depending on the outcome, that reflects any changes to the determination. The notice will inform the Parties of their right to appeal and the CO will contact the appealing Party to determine whether that Party wishes to continue with the appeal.

The CO appeal response is final and concludes the Dismissal/Referral process under Addendum B. If there is a mandatory dismissal of a Formal Complaint, it does not preclude the Campus from later identifying a relevant policy or policies that address the alleged conduct, notifying the Parties of the policy or policies, and moving forward under the procedures of those policies.

When the Title IX Coordinator receives a Formal Complaint, the Title IX Coordinator will Simultaneously provide both Parties a written Notice of Allegations.

The Notice of Allegations will be provided to both Parties regardless of whether the Formal Complaint must be dismissed. See section above on dismissal of formal complaints. If a Formal Complaint is dismissed at this stage of the process, the Notice of Allegations will also include the Notice of Dismissal and appeal rights.

If new allegations are raised during the investigation that were not included in the Notice of Allegations, a revised Notice of Allegations will be issued Simultaneously to the Parties.

If the Notice of Allegations also serves as notice of a Respondent’s expected attendance at an interview, it will include details of the date, time, location, participants, and purpose of that interview. The Notice of Allegations must be provided to a Respondent at least 5 Working Days prior to the interview.

If a Respondent requests to meet sooner than 5 Working Days after receipt of the Notice of Allegations, they should verbally confirm at the start of the meeting that they are aware that they were provided notice of at least 5 Working days and this confirmation should be documented by the Title IX Coordinator or investigator.
INFORMAL RESOLUTION

At any time prior to the issuance of the Hearing Officer’s Report, if the Title IX Coordinator or either Party believes that it may be possible to resolve the Formal Complaint in a prompt, fair, and reasonable manner without a hearing, the Parties may consider an Informal Resolution that does not involve a full investigation and adjudication, subject to the following:

a. informal Resolution under Addendum B may only be offered where a Formal Complaint has been filed;
b. the University cannot offer or facilitate Informal Resolution under Addendum B to resolve allegations that an Employee sexually harassed a Student; and
c. the University must obtain the Parties’ voluntary, written consent before starting the Informal Resolution process.

Once the Title IX Coordinator determines that Informal Resolution is appropriate, the Parties should Simultaneously be provided written notice regarding Informal Resolution that includes the following:

a. the allegations of Sexual Harassment, as defined by Addendum B;
b. the requirements of the Informal Resolution process including that once the Informal Resolution process is finalized neither Party is permitted to file another Formal Complaint arising from the same allegations;
c. an explanation that at any time prior to agreeing to a resolution, any Party has the right to withdraw from the Informal Resolution process and resume the Formal Complaint process;
d. an explanation of any consequences resulting from participating in the Informal Resolution process, including the records that will be maintained or could be shared; and
e. the Parties’ right to consult with a Support Advisor, if any.

The Title IX Coordinator will oversee the Informal Resolution process and make the final determination on all Informal Resolutions facilitated by the Title IX Coordinator or designee regarding whether the terms agreed to by the Parties are appropriate in light of all of the circumstances of the Formal Complaint.

The Informal Resolution process will be completed prior to any determination of responsibility being made, but no later than 60 Working Days after both Parties provide voluntary, written consent to participate in the Informal Resolution process.

The University may not require the Parties to participate in an Informal Resolution process under Addendum B, nor may a Party be required to waive their right to the investigation and adjudication of a Formal Complaint as a condition of enrollment or employment, or continuing enrollment or employment.

The terms of any Informal Resolution must be put in writing and signed by the Parties, and the Title IX Coordinator. Prior to signing the Informal Resolution, the Title IX Coordinator will consult with the Student Conduct Administrator and/or other appropriate University Administrator responsible for the implementation of the terms. Use of electronic signatures is permitted.

Any agreed-upon Remedies and disciplinary sanctions will have the force and effect of sanctions imposed following a hearing.

The resolution will be final and not appealable by either party.
INVESTIGATIVE PROCEDURES

The Title IX Coordinator will either promptly investigate the Formal Complaint or assign this task to another Investigator. If assigned to another Investigator, the Title IX Coordinator will monitor, supervise, and oversee all such delegated tasks, including reviewing all investigation draft reports before they are final to ensure that the investigation is sufficient, appropriate, impartial, and in compliance with the relevant Executive Order, including Addendum B.

GATHERING OF EVIDENCE

The burden of proof and the burden of gathering evidence sufficient to reach a determination regarding responsibility rests on the University and not on the Parties. The Investigator will take reasonable steps to gather all relevant evidence from the Parties, other witnesses or other sources. The Investigator will document the steps taken to gather evidence, even when those efforts are not successful. Parties should be aware that all evidence Directly Related to the investigation will be provided to the other Party, subject to the exceptions described below. The University cannot access, consider, disclose, or otherwise use a Party’s records that are made or maintained by a physician, psychiatrist, psychologist, or other recognized professional or paraprofessional acting in the professional’s or paraprofessional's capacity, or assisting in that capacity, and which are made and maintained in connection with the provision of treatment to the Party, unless the University obtains that Party’s voluntary, written consent to do so for a Formal Complaint process under Addendum B. The University will not restrict the ability of either Party to discuss the allegations under investigation or to gather and present Relevant evidence (for example, contacting a potential witness).

ADVISORS

Support Advisor
The Complainant and the Respondent may each elect to be accompanied by a Support Advisor to any meeting, interview, or proceeding regarding the allegations that are the subject of a Formal Complaint. The Support Advisor may be anyone, including a union representative from the Complainant’s or Respondent’s collective bargaining unit, an attorney, or, in the case of the Complainant, a Sexual Assault Victim’s Advocate. The Support Advisor may not answer questions regarding the subject matter of the investigation for the Complainant or the Respondent or speak on behalf of a Complainant or Respondent. However, the Support Advisor may observe and consult with the Complainant or Respondent.

Hearing Advisor
The Complainant and Respondent must have a Hearing Advisor at the hearing. A Hearing Advisor will be responsible for asking the other Party and any witnesses all Relevant questions and follow-up questions, including those that challenge credibility, during the hearing. During a hearing, Parties may not ask questions of the other Party or any witnesses. Questioning at the live hearing will be conducted directly, orally, and in real time by the Party’s Hearing Advisor of choice or a Hearing Advisor provided by the University if the Party does not have a Hearing Advisor. The Hearing Advisor may be the same person as the Support Advisor. A Party may have both a Support Advisor and a Hearing Advisor present at a hearing. If a Party does not have a Hearing Advisor to perform questioning during the hearing, the University shall provide the Party with a Hearing Advisor for this purpose.

The Title IX Coordinator or Investigator will explain to the Complainant and Respondent that they may request that their Support Advisor, if any, be copied on communications during the Formal Complaint process. Any such request will be in writing to the Title IX Coordinator or Investigator and should include the Support Advisor’s name and contact information. The Title IX Coordinator or Investigator will also explain that Support Advisors will receive a copy of the evidence and Final Investigation Report, unless the Party specifically directs in writing that this information should not be sent to their Support Advisor. Although reasonable efforts will be made to accommodate Hearing Advisors and Support Advisors, undue delays affecting the complaint resolution timeline will not be permitted. Disruptive, abusive, or disrespectful behavior also will not be tolerated. At the discretion of the Investigator or Title IX Coordinator during meetings or interviews and of the Hearing Officer during
hearings, a Hearing Advisor or Support Advisor who engages in disruptive, abusive or disrespectful behavior will not be permitted to participate. If a Hearing Advisor is excused during a hearing, the University will either provide a Party with another Hearing Advisor or allow the Party to obtain another Hearing Advisor. It is within the Hearing Officer’s discretion to proceed with or postpone the hearing in order to address the situation.

**NOTICE OF MEETINGS, INTERVIEWS AND HEARINGS**

Parties will be provided written notice of the date, time, location, names of participants, and purpose of all meetings and investigative interviews at which their participation is expected. This written notice should be provided with at least 3 Working Days for the Party to prepare to participate in the meeting or interview. This requirement will not apply where a Party themselves requests to meet with the Title IX Coordinator or Investigator or as addressed in Article VI of Addendum B.

If a Party requests to meet sooner than 3 Working Days after receipt of written notice of an investigative interview or meeting, they should verbally confirm at the start of the interview or meeting that they are aware that they were provided notice of at least 3 Working Days and this confirmation should be documented by the Title IX Coordinator or Investigator.

**REVIEW OF EVIDENCE**

Before issuing a final investigation report (Final Investigation Report), the Investigator will send to the Complainant and Respondent, and their respective Support Advisors, if any, all evidence (including evidence upon which the University does not intend to rely) obtained as part of the investigation that is Directly Related to the allegations raised in the Formal Complaint (Preliminary Investigation Report). This includes inculpatory or exculpatory evidence whether obtained from a Party or other source, redacted if required by law.

Each Party will be given a minimum of 10 Working Days for the initial Review of Evidence to respond to the list of disputed facts and evidence and submit additional questions for the other Party and witnesses. This timeframe may be extended at the discretion of the Title IX Coordinator (either on their own or in response to a Party’s request). The extension must be made available to both Parties, who must be notified as such. During the Review of Evidence, each Party may:

a. meet again with the Investigator to further discuss the allegations;

b. identify additional disputed facts;

c. respond to the evidence in writing;

d. request that the Investigator ask additional specific questions to the other Party and other witnesses;

e. identify additional relevant witnesses; or

f. request that the Investigator gather additional evidence.

Final Investigation Report After the Review of Evidence phase is concluded, the Parties will receive a Final Investigation Report that will summarize all Relevant evidence (inculpatory and exculpatory), including additional Relevant evidence received during the Review of Evidence. Any Relevant documentary or other tangible evidence provided by the Parties or witnesses, or otherwise gathered by the Investigator will be attached to the Final Investigation Report as exhibits. As part of an Informal Resolution, at the request of both Parties, Campuses will provide a written preliminary assessment of the evidence by the Title IX Coordinator. Neither the fact nor the substance of the assessment will be shared with the Hearing Officer or considered Relevant at the Hearing. The Final Investigation Report shall be sent to the Parties and their respective Support Advisors, if any, in electronic format (which may include use of a file sharing platform that restricts the Parties and any Support Advisors from downloading or copying the evidence) or hard copy. The Parties and their Support Advisors will be provided 10 Working Days to review and provide a written response to the Final Investigation Report. Campuses will inform Parties not to include any reference to the preliminary assessment and that any such references will be redacted. The written response will be attached to the Final Investigation Report and provided to the Hearing Officer, if appropriate, and the Parties. Any references to a preliminary assessment, assuming one was requested, will be redacted from this written response. No documentation should be provided to the Hearing Officer if an Informal Resolution is reached.
TIMEFRAME FOR COMPLETION OF INVESTIGATION

Absent a determination of good cause made by the Investigator or Title IX Coordinator (of which the Parties will receive written notice): (i) the investigation should be concluded within 100 Working Days from the date that the Notice of Allegations is provided to the Parties; and (ii) the Final Investigation Report should be completed and provided to the Parties within 10 Working Days after the Review of Evidence has concluded. Extensions may be granted, and notice to the Parties given, as set forth in Article V. E. of EO 1096 and EO 1097. Within 10 Working Days after the Parties have been provided the Final Investigation Report, the Parties will be informed of the timelines that will apply to the pre-hearing and hearing processes described in Article IX below. The Parties will be required to provide the name and contact information for their Hearing Advisor within 5 Working Days after notice of the hearing timeline.

HEARING PROCEDURES

A Hearing Coordinator, (either the Student Conduct Administrator, Title IX Coordinator, or other appropriate Administrator) will be responsible for coordinating the hearing process. The Hearing Coordinator’s duties will include: scheduling the hearing; notifying witnesses of the hearing; ensuring that the Hearing Officer is provided with appropriate materials including a copy of the report and any exhibits; coordinating videoconferencing (if necessary); and securing a location for the hearing. The Hearing Coordinator will also act as liaison between the Parties and the Hearing Officer on procedural matters.

The Parties will be given written notice of the date, time, location, participants, and purpose of the hearing, as well as the identity of the Hearing Officer. Notification of the hearing will be sent to the designated CSU campus e-mail address, unless the recipient has specifically requested in writing to the Hearing Coordinator that notice be given to a different e-mail address. Communications from the Hearing Coordinator will be deemed received on the date sent. The hearing will not be set sooner than 20 Working Days after the date of notice of hearing.

Any objections to an appointed Hearing Officer must be made in writing to the Hearing Coordinator within 5 Working Days after notice of the identity of the Hearing Officer has been communicated to the Parties. The objection may only be based on an actual conflict of interest. A conflict of interest exists if the Hearing Officer has a personal relationship with one of the Parties or witnesses or has demonstrated actual bias towards a Party or witness. The fact that a Hearing Officer has previously served as a Hearing Officer in a University proceedings will not constitute a conflict of interest. The Hearing Coordinator will determine if a conflict of interest exists. In that event, the Parties will be notified in writing of the name of the new Hearing Officer. The date for the hearing may need to be rescheduled. Any objection to the new Hearing Officer will be made in accordance with this section.

No later than 15 Working Days before the hearing, each Party may: a. Provide to the Hearing Coordinator a proposed witness list that includes the names of, and current contact information for, that Party’s proposed witnesses as well as an explanation of the relevance of each proposed witness’s testimony and the disputed issue to which the witness’s testimony relates. No later than 10 Working Days before the hearing, the Hearing Coordinator will share a final witness list with the Parties and notify each witness of the date, time and location of the hearing.

Witnesses will be directed to attend the hearing and to promptly direct any questions or concerns about their attendance at the hearing to the Hearing Coordinator. No later than 5 Working Days prior to the hearing, the Parties may submit a list of proposed questions to the Hearing Coordinator. The questions will be provided to the Hearing Officer. Parties are strongly encouraged to provide questions in advance of the hearing in order to streamline the hearing process and provide the Hearing Officer an opportunity to resolve relevancy concerns prior to the hearing. The proposed questions will not be shared with the other Party.
DETERMINATION REGARDING RESPONSIBILITY

After the hearing, the Hearing Officer will make written findings of fact and conclusions about whether the Respondent violated Addendum B with respect to the definition of Sexual Harassment.

The standard of proof the Hearing Officer will use is whether each allegation is substantiated by a Preponderance of the Evidence. The Title IX Coordinator will review the Hearing Officer’s Report to ensure procedural compliance with Addendum B.

The Hearing Coordinator will Simultaneously send the Hearing Officer’s Report promptly to the Parties, the Title IX Coordinator, and the appropriate University Administrator, usually within 15 Working Days of the close of the hearing.

If no violation of the addendum is found, the president (or designee) will be notified along with the Parties. The notification will include the outcome of the hearing, a copy of the Hearing Officer’s Report (redacted as appropriate or as otherwise required by law) and notice of the Complainant’s and Respondent’s right to appeal to the Chancellor’s Office.

If a violation of the addendum is found, within 5 Working Days of receiving such finding the Parties may submit to the Hearing Coordinator an impact statement or other statement regarding discipline that is no more than 2000 words in length. The document is an opportunity for the Parties to suggest disciplinary outcomes and to provide information that they believe is important for the Hearing Officer to consider. The Student Conduct Administrator and/or appropriate University Administrator responsible for discipline and Title IX Coordinator may also submit a written statement regarding aggravating and mitigating factors that provides a recommendation regarding the disciplinary outcome, including information regarding prior disciplinary outcomes for similar conduct and whether the Respondent was previously found to have violated university policy.

Within 5 Working Days after receiving and considering any impact or other statements submitted by the Parties and other statements described above, the Hearing Officer will submit the Hearing Officer’s Report to the president (or designee). The Hearing Officer’s Report will be amended to include a statement of, and rationale for, any recommended disciplinary sanctions to be imposed on the Respondent (“Final Hearing Officer’s Report”). The Final Hearing Officer’s Report will attach the Final Investigation Report.

In cases where the Hearing Officer has found a violation of policy, the president (or designee) will review the Final Investigation Report and the Final Hearing Officer’s Report and issue a decision (“Decision Letter”) concerning the appropriate sanction or discipline within 10 Working Days of receipt of the Final Hearing Officer’s Report.

PRESIDENT’S SANCTION DECISION/NOTIFICATION

The president (or designee) may impose the recommended sanctions, adopt a different sanction or discipline, or reject sanctions or disciplines altogether. If the president (or designee) adopts a sanction other than what is recommended by the Hearing Officer, the president (or designee) must set forth the reasons in the Decision Letter.

The president will simultaneously send the Decision Letter electronically to the Respondent and Complainant at the University-assigned or other primary e-mail address linked to their University accounts. The decision letter will also be sent to the Student Conduct Administrator or other appropriate University Administrator responsible for Employee discipline and the Hearing Officer.

The determination regarding responsibility and any sanctions become final either on the date that the Chancellor’s Office provides the Parties with the written determination of the result of the appeal, if an
appeal is filed, or if an appeal is not filed, the date on which an appeal would no longer be considered timely (11 working days after the date of the decision letter).

EMPLOYEE SANCTIONS

Where a complaint is made against an employee, Human Resources or Academic/Faculty Affairs shall be notified and provided a copy of the investigation reports. Sanctions are imposed in accordance with current collective bargaining agreement, when applicable, and may include:

- verbal reprimand
- written reprimand,
- reduction in salary
- temporary or permanent demotion
- paid or unpaid administrative leave
- suspension
- denial or curtailment of emeritus status
- mandated education or training
- change in work location
- restrictions from all or portions of campus
- restrictions to scope of work
- dismissal

STUDENT SANCTIONS

The following sanctions may be imposed for violation of the Student Conduct Code:

1. RESTITUTION
   Compensation for loss, damages or injury. This may include appropriate service and/or monetary material replacement.

2. LOSS OF FINANCIAL AID
   Scholarships, loans, grants, fellowships and any other types of state financial aid given or guaranteed for the purposes of academic assistance can be conditioned, limited, cancelled or denied.

3. EDUCATIONAL AND REMEDIAL SANCTIONS
   Assignments, such as work, research, essays, service to the University or the community, training, counseling, removal from participation in recognized student clubs and organizations (e.g., fraternities misconduct or as deemed appropriate based upon the nature of the violation.

4. DENIAL OF ACCESS TO CAMPUS OR PERSONS
   A designated period of time during which the student is not permitted: (i) on University Property or specified areas of campus; or (ii) to have contact (physical or otherwise) with the complainant, witnesses or other specified persons.

5. DISCIPLINARY PROBATION
   A designated period of time during which privileges of continuing in student status are conditioned upon future behavior. Conditions may include the potential loss of specified privileges to which a current student would otherwise be entitled, or the probability of more severe disciplinary sanctions if the student is found to violate the Student Conduct Code or any University policy during the probationary period.
6. SUSPENSION
Temporary separation of the student from active student status or student status.

a. A student who is suspended for less than one academic year shall be placed on inactive student (or equivalent) status (subject to individual campus policies) and remains eligible to re-enroll at the University (subject to individual campus enrollment policies) once the suspension has been served. Conditions for re-enrollment may be specified.

b. A student who is suspended for one academic year or more shall be separated from student status but remains eligible to reapply to the University (subject to individual campus application policies) once the suspension has been served. Conditions for readmission may be specified.

c. Suspension of one academic year or more, withdrawals in lieu of suspension, and withdrawals with pending misconduct investigations or disciplinary proceedings shall be entered on the student’s transcript permanently without exception; this requirement shall not be waived in connection with a resolution agreement.

7. EXPULSION
Permanent separation of the student from student status from the California State University system. Expulsion, withdrawal in lieu of expulsion, and withdrawal with pending misconduct investigation or disciplinary proceeding shall be entered on the student’s transcript permanently, without exception; this requirement shall not be waived in connection with a resolution agreement.

More than one sanction may be imposed for a single violation.

OTHER CONSIDERATIONS RELATED TO SANCTIONS:

1. ADMINISTRATIVE HOLD AND WITHOLDING A DEGREE
The University may place an administrative hold on registration transactions and release of records and transcripts of a student who has been sent written notice of a pending investigation or disciplinary case concerning that student, and may withhold awarding a degree otherwise earned until the completion of the process, including the completion of all sanctions imposed.

2. RECORD OF DISCIPLINE
A record of disciplinary probation or suspension is entered on a student’s transcript, with beginning and end date, for the duration of the sanction. A record of expulsion or suspension for one academic year or more shall note the effective date of discipline and remains on the transcript permanently, without exception. A record of withdrawal in lieu of suspension or expulsion and withdrawal with pending misconduct investigation or disciplinary proceeding remains on the transcript permanently, without exception. These requirements shall not be waived in connection with any resolution agreement.

3. INTERIM SUSPENSION
A president may impose an interim suspension pursuant to Title 5, California Code of Regulations section 41302 where there is reasonable cause to believe that separation of a student is necessary to protect the personal safety of persons within the University community or University property, and to ensure the maintenance of order.

An investigative finding of a violation of Executive Orders 1096 or 1097 standing alone may be sufficient to constitute reasonable cause to believe that an interim suspension is necessary to protect
the personal safety of persons within the University community or University property, and to ensure
the maintenance of order.

4. **DENIAL OF PRESENCE ON CAMPUS DURING INTERIM SUSPENSION**
   During the period of an interim suspension, the student charged may not, without prior written
   permission from the campus president, enter any campus of the California State University other than
to attend the hearing regarding the merits of the interim suspension and any disciplinary hearing. The
president may also restrict the student’s participation in University-related activities on a case-by-
case basis, such as attending off-campus activities and/or participating in on-line classes. Violation
of any condition of interim suspension shall be grounds for expulsion.

5. **ADMISSION OR READMISSION**
   Applicants for admission or readmission into any University program are subject to appropriate
sanctions for violations of the Student Conduct Code, including qualification, revocation or denial of
admission or readmission. For students who withdraw while a disciplinary matter is proceeding, the
campus has discretion whether to continue proceedings or hold proceedings in abeyance.

**APPEAL OF PRESIDENT’S SANCTION**

Filing an Appeal to the Chancellor’s Officer. Any Complainant or Respondent who is not satisfied with a Formal
Complaint Process outcome (determination regarding responsibility or recommended sanction) may file an
appeal with the Chancellor’s Office (CO) no later than 10 Working Days after the date of the Decision Letter.
All arguments and/or evidence supporting the appeal must be submitted by the deadline to file the appeal.
Evidence/arguments submitted after the appeal submission deadline will not be considered by the CO.

The appeal must be in writing and may be based only on one or more of the grounds for appeal listed
below: the hearing outcome is not supported by substantial evidence (in other words, there was no reasonable
basis for such findings or conclusions); a procedural irregularity occurred that affected the outcome of the
matter; new evidence that was not reasonably available at the time of the hearing and would have affected
the Hearing Officer’s decision about whether the Respondent violated the Executive Order, including
addendum B; the Title IX Coordinator, Investigator, or Hearing Officer had a Conflict of Interest or Bias for
or against Complainants or Respondents generally or the individual Complainant or Respondent that affected
the outcome of the matter; and the sanction(s) imposed as part of the outcome of the Formal Complaint
process constituted an abuse of discretion based on the substantiated conduct.

Issues and Evidence on Appeal. The issues and evidence raised on appeal will be limited to those raised and
identified during the Campus hearing, unless new evidence becomes available that was not reasonably
available at the time of a Campus hearing that could affect the outcome of the matter and is submitted by
the appealing party. The CO may communicate, at the CO’s discretion, with the appealing party, the
responding party, and/or the Campus to clarify the written appeal. Appeals will be addressed to:

Equal Opportunity and Whistleblower Compliance Unit Systemwide Human Resources Office of the
Chancellor 401 Golden Shore, 4th Floor Long Beach, California 90802 eo-wbappeals@calstate.edu

Electronic submission to the email address listed above is the preferred method of submitting appeals.

The CO will provide prompt written acknowledgement of the receipt of the appeal to the appealing Party,
and will provide prompt written notification of the appeal, including a copy of the appeal, to the non-
appealing Party and the Campus Title IX Coordinator. The notice will include the right of the non-appealing
Party and the Campus to provide a response to the appeal within 10 Working Days of the date of the notice.
The appeal and appeal response shall be limited to 3,500 words, excluding exhibits.
REGISTERED SEX OFFENDERS

California’s sex offender registration laws require convicted sex offenders to register their status with the University police department if they are enrolled, residing, attending, carrying on a vocation (i.e. contractor or vendor on campus for more than 30 days in the year), or working with or without compensation for the institution. All public information available in California about registered sex offenders, to include the ability to look-up offenders by name, residence address, and zip code, is on the California Department of Justice Megan's law web site at http://www.meganslaw.ca.gov/.

EMERGENCY NOTIFICATION

The University will issue emergency notifications, without delay, in response to a confirmed significant emergency or a dangerous situation, occurring in the Clery defined on campus geography that, in the judgment of the University, constitutes an immediate threat to the health or safety of members of the on-campus community.

Once UPD has received the report, the Chief of Police, (or management designee in the absence of the Chief), will confer with the appropriate public official (e.g., fire chief, health department) and any campus officials responsible for managing the on-campus emergency, if available, to confirm both: 1) an emergency or dangerous situation in fact exists in on-campus geography; and 2) the emergency or dangerous situation poses an immediate or imminent threat to members of the on-campus community.

If both of the above factors are not met, no emergency notification will be issued.

If it is determined that both of the above factors are met, then an emergency notification will be issued to the community. The Chief of Police (or management designee in the absence of the Chief), will confer with the Clery Director if one is designated and if available, to prepare the content of the notification taking into account the safety of the on-campus community. They will also determine, based on the confirmed facts of the emergency, if the entire campus community or only a specific segment of the on campus community is threatened and need to be notified. Examples of emergencies where only a segment might be alerted would be a fire contained in a dorm laundry room where only the residents of that one dorm floor or of that one dorm building are at risk and need to evacuate, or a chemical spill in a lab where only the one room, floor, or the occupants of that one building are at risk and need to evacuate.

Once the notification is prepared, the Chief of Police or the Clery Director if one is designated, or in their absence, the management designee(s) will, without delay and taking into account the safety of the community, transmit the emergency notification unless doing so would delay the ability to mitigate and/or contain the emergency, including the ability to provide immediate, life saving measures.

Distribution methods of emergency notifications may include but are not limited to one or more of the following methods:

- The campus mass notification system, including but not limited to phone, campus email, or text messaging
- Audio/visual message boards
- Audible alarms/sirens
- Campus public address systems
- In person or door-to-door notifications in a building or residence halls
- Other means appropriate under the circumstances
Students and employees who need information on how to add contact information to be included for emergency notification or to remove information and “opt out” of notifications should visit https://www.csuchico.edu/alerts/ or call the on campus IT Support Services Office at (530) 898-4357.

The Chief of Police or the Clery Director if one is designated, or in their absence, the management designee(s) will provide follow-up notifications and information until the emergency is mitigated and no longer poses a threat.

If an emergency notification is issued, a timely warning will not be issued to the community for the same incident.

TESTING THE EMERGENCY NOTIFICATION SYSTEM

Testing of the Emergency Notification System and evacuation will be done at least once annually. The tests may be announced or unannounced. Tests must be scheduled, contain drills, exercises and appropriate follow-through activities, and be designed for assessment and evaluations of emergency plans and capabilities. However, at least one test will be publicized in conjunction with the campus’ emergency response and evacuation procedures. Each test will be documented to include a description of the exercise, the date of the test, the start and end times of the test, and whether the test was announced or unannounced.

MISSING STUDENT NOTIFICATION

The CSU, Chico Police Department is committed to ensuring that students who are reported missing are located as quickly as possible.

Any time that a member of the University community believes (or receives a report) that a resident of an on-campus housing facility has been out of contact and cannot be reached, that person should immediately notify University Housing or University Farm. On campus housing missing student reports are immediately referred to campus police. UPD will initiate a missing person investigation, will notify local law enforcement agencies, and will enter the missing student into the national law enforcement Missing and Unidentified Person System (MUPS) within 24 hours.

A student who resides in an on-campus student housing facility has the right to confidentially register the name and contact information of an individual whom he or she would like to have contacted, within 24 hours, if it is determined that he or she is missing or his or her whereabouts are unknown. This information will be accessible only to authorized campus officials and may not be disclosed, except to law enforcement personnel in furtherance of a missing person investigation. Students complete this information upon registration for on-campus housing facilities. It can be updated by completing a missing person contact form (available in the University Housing office) or by visiting the online Resident Center at http://www.csuchico.edu/housing/. Residents at University Farm should contact Farm Administration to update their contact information.

Parents and/or confidential contacts of on-campus housing students who are minors under the age of 18 and not emancipated, will be notified within 24 hours of the official determination that they are missing.

FIRE SAFETY ACT

The 2020 Fire Safety Report is available at the following link: