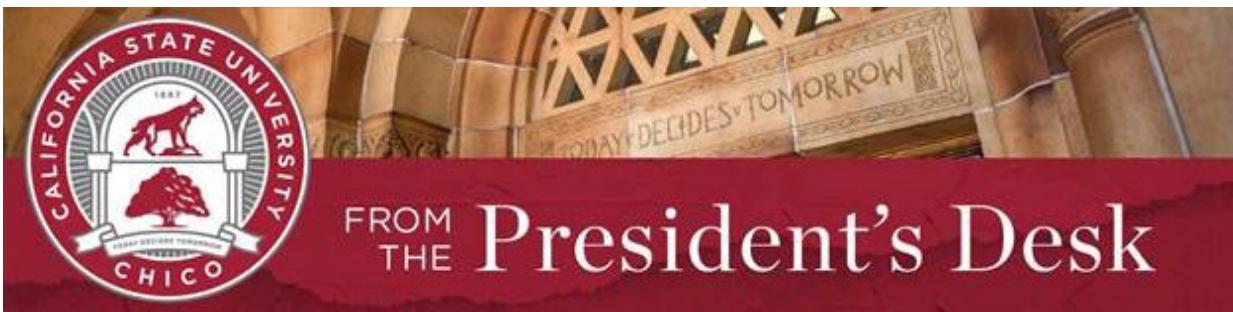


**From:** [CSU, Chico President Gayle Hutchinson](#)  
**To:** [All Announce \(restricted\)](#)  
**Subject:** Non-Discrimination Resources and Reminder of Reporting Obligations  
**Date:** Monday, August 29, 2022 3:04:37 PM



Dear Campus Community,

As part of Chico State's efforts to consistently move toward a more inclusive, welcoming, and safe environment, we are sending this announcement to highlight policies, programs, and resources the University has in place to combat discrimination in all its forms.

There are a number of civil rights laws that prohibit various forms of illegal discrimination, harassment and retaliation (DHR), and the CSU system has published a Nondiscrimination Policy to help guide our campus community. Not only does this policy prohibit discrimination under Title IX (gender- and sex-based discrimination), it also prohibits discrimination on the basis of Age, Disability, Genetic Information, Nationality, Marital Status, Race or Ethnicity, Religion, Sexual Orientation, and Veteran or Military Status. The [CSU Policy Prohibiting Discrimination, Harassment, Sexual Misconduct, Sexual Exploitation, Dating Violence, Domestic Violence, Stalking, and Retaliation \(Nondiscrimination Policy\)](#) was recently revised, and the procedures specifically address the application of these rights to employees and students. One of these revisions is the addition of Sexual Exploitation as a form of specifically prohibited conduct, and often this prohibition is used to address the sharing of digital images without the consent of the parties depicted. We encourage all to review these updates.

Most students, staff, and faculty are aware that, with [few exceptions](#), all employees are obligated to report certain known or suspected policy violations, including instances of sexual misconduct, and other forms of interpersonal violence. This message serves as a reminder of what a vital bridge reporting can play in connecting our students and colleagues to the [resources](#) available to them. As we increase in-person campus activities, it is important to try to establish or re-establish the connections with students that allow them to share hardships, which can result in them being connected to appropriate resources and support.

The Chancellor's Office has published "[Myths and Facts About Sexual Misconduct](#)" and it includes a breadth of information including prevention tips and strategies for support. Additional information on reporting is available [here](#).

In an effort to keep these issues fresh in the minds of our campus community, we have [annual training requirements](#) in place to help everyone understand Title IX, other civil rights laws, and the reporting obligations that go along with those laws and policies. Staff and faculty trainings work as a complement to the mandatory training provided to students that lays the groundwork for our sexual assault and interpersonal violence prevention efforts. A sample of the videos used

in the student training is available to preview at [title9.studentsuccess.org](http://title9.studentsuccess.org). This year, our returning students will receive a program focused on Verbal Defense & Relationships. Our newly enrolled students will receive a broader based training regarding sexual violence prevention. For all students, the courses offer tips and concrete steps that each student can learn so that they can better recognize and respond to problematic behaviors.

The contact information for the individuals working in our Equal Opportunity & Dispute Resolution unit is included in our [Notice of Non-Discrimination](#).

The [Title IX webpage](#) continues to be a great resource for questions related to what processes Chico State has in place to investigate claims under the EO's.

In the meantime, have a wonderful year and remember that discrimination and violence have no place at Chico State—and *everyone* has a role to play in its prevention.

Sincerely,  
Gayle E. Hutchinson  
President