



Date: November 18, 2024
To: All Employees
From: Berenecea Johnson Eanes
President

Subject: Annual Notification of Campus Statement of Nondiscrimination, CSU Interim Nondiscrimination Policy including Policy Regarding Prohibited Consensual Relationships between Employees or Employees and Students, Pregnancy Notification Requirement and Statement of Compliance with the Americans with Disabilities Act

I am writing to share important information with you about Cal State LA's commitment to maintaining an environment that is inclusive, equitable, and fosters mutual respect. There is no place in our community for discrimination, harassment, sexual misconduct, dating and domestic violence, sexual exploitation, stalking and other such actions.

Our University's commitment is aligned with CSU policy, federal and state laws.

As previously announced, we have changed the name of the Office for Equity, Diversity and Inclusion to be the "**Office of Civil Rights and Title IX.**" I encourage you to read and learn more about our Office for Civil Rights and Title IX and our nondiscrimination policies and laws from the pages that follow and by visiting the Office's website at [Office of Civil Rights and Title IX](#).

You can report an incident here:
[Title IX/DHR Reporting Form](#) (Web Form)

CSU NON-DISCRIMINATION STATEMENT

ARTICLES I and II – Statement of Values and Prohibited Conduct

California State University, Los Angeles is committed to maintaining an inclusive and equitable community that values diversity and fosters mutual respect. We embrace our community differences in Age, disability (physical and mental), Gender (or sex), Gender Identity (including nonbinary and transgender), Gender Expression, Genetic Information, Marital Status, Medical Condition, Nationality, Pregnancy or related conditions, Race or Ethnicity (including color, caste, or ancestry), Religion (or religious creed), Sex (including Sex Stereotyping or Sex Characteristics), Sexual Orientation, and Veteran or Military Status. All Students and Employees have the right to participate fully in CSU programs, activities, admissions, athletics, and employment free from Discrimination, Harassment, Sexual Misconduct, Sexual Exploitation, Dating Violence, Domestic Violence, Stalking, and Retaliation.

The CSU prohibits the following conduct:

- A. Discrimination based on any Protected Status.
- B. Harassment based on any Protected Status.
- C. Sex-Based Harassment, which includes Sexual Harassment and other Harassment on the basis of Sex or Gender including:
 - a. Hostile environment or Quid Pro Quo Harassment (e.g. when a person conditions a benefit on the Complainant’s participation in unwelcome sexual conduct);
 - b. Dating Violence, Domestic Violence, Sexual Exploitation, and Stalking; and/or
 - c. Sexual Misconduct.¹
- D. Prohibited Consensual Relationships.
- E. Retaliation.

(Interim CSU Nondiscrimination Policy, Articles I and II).

¹ 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.

NOTICE OF NON-DISCRIMINATION ON THE BASIS OF GENDER OR SEX

The California State University does not discriminate on the basis of gender, which includes sex and gender identity or gender expression, transgender status, 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 gender or sexual orientation in employment, as well as in all education programs and activities operated by the University (both on and off campus), including admissions. The protection against discrimination on the basis of gender or sexual orientation includes sexual harassment, sexual misconduct, sexual exploitation, dating and domestic violence, and stalking. Any person may report sex discrimination, including sexual harassment (whether or not the person reporting is the person alleged to have experienced the conduct that could constitute sex discrimination or sexual harassment), in-person, by mail, by telephone, or by electronic mail, using the contact information listed below for the Title IX Coordinator, or by any other means that results in the Title IX Coordinator receiving the person's verbal or written report. Such a report may be made at any time (including during non-business hours) by using the telephone number or electronic mail address, or by mail to the office address, listed for the Title IX Coordinator. The following person has been designated to handle inquiries regarding the non-discrimination Policies and Title IX complaints for Cal State LA:

Title IX Officer

Mariel S. Mulet, Title IX Director

Location: Student Services Building, 6th floor, Room 6381

Phone: 323-343-3040 or Email: oedi.titleix@calstatela.edu or mmulet@calstatela.edu

Deputy Title IX Coordinator

Mina Poppius, Senior Investigator

Location: Student Services Building, 6th floor, Room 6381

Phone: 323-343-3040 or Email: oedi.titleix@calstatela.edu or vpoppiu@calstatela.edu

Deputy Title IX Coordinator for Athletics

Demetrus Caldwell, Deputy Athletic Director, Chief of Staff

Location: Physical Education, Room 110

Phone: 323-343-5240 or Email: dcaldwe3@calstatela.edu

Deputy Title IX Coordinator in Housing and Residential Life

Elba Mandujano, Interim Associate Director of Residence Life

Location: 5500 Paseo Rancho Castilla, South Village 2 2130

Phone: 323-343-4800 or Email: emanduj5@calstatela.edu

Deputy Title IX Coordinator in Student Life

Jennifer Celaya Davis, Associate Vice President for Student Affairs and Enrollment Management

Location: Student Services Building, 4th floor, Room 4380

Phone: 323-343-5240 or Email: jcelaya@calstatela.edu

You can also report an incident by completing the following link:

[Title IX/DHR Reporting Form](#) (Web Form)

Questions may also be addressed to:

Office for Civil Rights

U.S. Department of Education

50 Beale Street, Suite 7200

San Francisco, CA 94105-1813

Telephone: 415-486-5555

FAX: 415-486-5570; TDD: 800-877-8339

Email: ocr.sanfrancisco@ed.gov

APPLICABLE POLICIES

Cal State LA will take action to eliminate and prevent discrimination, harassment, related retaliation, sexual misconduct, sexual exploitation, dating and domestic violence and stalking and to address its effects, as mandated by the [Interim CSU Nondiscrimination Policy](#) effective August 1, 2024 (Nondiscrimination Policy).

This Nondiscrimination Policy is established in compliance with:

- Title VI and Title VII of the Civil Rights Act of 1964;
- Title IX of the Education Amendments of 1972, Nondiscrimination on the Basis of Sex in Education Programs or Activities Receiving Federal Financial Assistance (34 C.F.R. 106.);
- The California Equity in Higher Education Act;
- The Violence Against Women Reauthorization Act of 2013 (which amends the Jeanne Clery Disclosure of Campus Security and Campus Crimes Statistics Act, commonly known as the Clery Act) (VAWA) under its Campus Sexual Violence Elimination Act provision (Campus SaVE Act);
- Section 504 of the Rehabilitation Act of 1973;
- Title II of the Americans with Disabilities Act of 1990;
- The Age Discrimination Act of 1975; and
- Other applicable state and federal laws which prohibit Discrimination, Harassment, Sexual Misconduct, Sexual Exploitation, Dating Violence, Domestic Violence, Stalking, and related Retaliation.

Article VI. Academic Freedom and Freedom of Speech

Freedom of expression is a cornerstone of a democratic society and is essential to the educational process. Universities have an obligation to create space that encourages and supports the free expression of ideas, values, and opinions, even when unpopular or controversial. Not every act that may be offensive or insulting constitutes Discrimination or Harassment, as defined by law and this Nondiscrimination Policy.

All members of the Campus community should recognize that the manner in which they choose to express themselves has consequences and that freedom of expression includes a responsibility to acknowledge and respect the right of others to express differing opinions. Freedom of expression is not an absolute right. It coexists with other rights and the need for public order and safety. The exercise of freedom of expression and assembly must comply with all applicable federal, state, and local laws and CSU policy. Conduct that violates this Nondiscrimination Policy, including statements that constitute Discrimination, Harassment, Sexual Harassment, Retaliation or Stalking, is not protected by academic freedom or freedom of expression. When speech activity includes terrorist threats or the promotion of actual or imminent physical violence or bodily harm, it is not protected by the First Amendment to the U.S. Constitution or by this Nondiscrimination Policy.

Article V. Duty to Report

Individuals impacted by Discrimination, Harassment, Sex-based Harassment, Sexual Misconduct, Sexual Harassment, Sexual Exploitation, Dating Violence, Domestic Violence, Stalking, or Retaliation have a right to receive support and are strongly encouraged to talk to someone in order for the Campus to respond appropriately.

To help individuals make an informed decision about who they would like to share information with, the information below explains which CSU employees have a duty to report information they learn and which can keep such information confidential.

- A. Employees Who Have a Duty to Report: Except as provided below, **any Employee who knows or has reason to know of incidents that may violate this Nondiscrimination Policy has a duty to promptly report to the Title IX Coordinator/DHR Administrator**, who are the Campus officials designated to receive these reports. These Employees are known as Responsible Employees and are required to disclose all information available, including the names of the Parties involved, even where the person has requested anonymity. Responsible Employees include, but are not limited to, Employees who have responsibilities for administrative leadership, teaching, or advising in any education program or activity for the CSU or who have the authority to take corrective actions in responding to Complaints from Students.
- B. Employees Who Do Not Have a Duty to Report: Except as required by law, the Employees identified below generally do not have a duty to report to the Title IX Coordinator/DHR Administrator. Employees covered by this section are required to explain to persons reporting Discrimination, Harassment, Sex-based Harassment, Sexual Misconduct, Sexual Exploitation, Dating Violence, Domestic Violence, Stalking, or Retaliation their rights and options with respect to confidentiality, how to contact the Title

IX Coordinator/DHR Administrator, how to make a Complaint, and how the Title IX Coordinator/DHR Administrator can help, and provide the specific reporting resources outlined in Attachment D. This obligation extends to incidents that occur on or off Campus.

1. Physicians, psychotherapists, professional licensed counselors, licensed clinical social workers, and clergy who work on or off Campus, acting solely in those roles or capacities as part of their employment, in the provision of medical or mental health treatment or counseling (and those who act under their supervision, including all individuals who work or volunteer in these centers and offices).
2. Sexual assault and domestic violence counselors and advocates who work or volunteer on or off Campus in sexual assault centers, victim advocacy offices, women's centers, and health centers and who are acting solely in that role (including those who act in that role under their supervision, along with non-professional counselors or advocates who work or volunteer in sexual assault centers, victim advocacy offices, women's centers, gender equity centers, or health centers) in the provision of counseling or advocacy services.
3. A CSU union representative is not required to report a possible violation of this Nondiscrimination Policy if the information is provided to the union representative, acting in that role, in a confidential setting by a union member seeking advice about a possible violation or representation in a matter within the scope of representation. However, CSU union representatives are strongly encouraged to report the information to the Title IX Coordinator/DHR Administrator.

The Campus will be unable to investigate a particular incident or pursue disciplinary action if an individual chooses to: (1) speak only to a physician, professional counselor, clergy member, sexual assault counselor, domestic violence counselor or advocate; and, (2) maintain complete confidentiality. Even so, these individuals will receive assistance in obtaining other necessary protection and support, such as victim advocacy, disability, medical/health or mental health services, and information regarding their right to make a Complaint to the Campus and a separate Complaint with local or University Police.

C. Other Matters Related to the Duty to Report:

1. Athletic Trainers. Where matters involving Discrimination (based on any Protected Status), Harassment (based on any Protected Status), Sex-based Harassment, Sexual Misconduct, Sexual Harassment, Sexual Exploitation, Dating Violence, Domestic Violence, Stalking, Prohibited Consensual Relationships, or Retaliation are reported to an Athletic Trainer, the Athletic Trainer must report such incidents to the Title IX Coordinator/DHR Administrator.
2. [...]

3. Student Employees, including Residential Advisors. Residential Advisors, and other Employees who are also Students, have a duty to report knowledge of misconduct when they learn about such information while they are performing their duties of employment for the institution.

4. University Police. Employees of the University Police Department have a duty to report to the Title IX Coordinator/DHR Administrator any time they know or have reason to know of incidents that may violate this Nondiscrimination Policy, so that the Title IX Coordinator or DHR Administrator can carry out their duties under the law and under this Nondiscrimination Policy. At a minimum, the information to be reported includes all the information authorized to be disclosed under the law in response to records requests, but without requiring a formal request. Such information includes but is not limited to the time, substance, and location of all complaints or requests for assistance received by University Police and the time and nature of the response thereto, including, to the extent the information regarding crimes alleged or committed or any other incident investigated is recorded, the time, date, and location of occurrence, the time and date of the report, the name and age of the victim, the factual circumstances surrounding the crime or incident, the identity of the alleged perpetrator, and a general description of any injuries, property, or weapons involved.
 - a. For certain sex offenses the victim has the right to affirmatively request from University Police, after being informed of their options, that the victim's identity remain confidential. However, even if the victim requests confidentiality of identity, the University Police should specifically ask the victim if the victim's name can be provided to the Title IX Office so that the Title IX Coordinator can contact the victim to discuss supportive measures that can be offered. And in all cases, even when the victim requests confidentiality, the identity of the alleged perpetrator (if known) must be reported to the Title IX Coordinator.
 - b. If Campus management designees identified in CSU Clery policy determine that the Respondent poses a discernible serious or ongoing threat to the Campus community, a timely warning will be issued in accordance with the Clery Act. Any such warning will not include any information that identifies the victim.
 - c. University Police are strongly encouraged to have regular meetings with the Title IX Coordinator/DHR Administrator to discuss strategies to ensure that victims are fully apprised of their rights and options under the law and under this Nondiscrimination Policy.

CONFIDENTIAL RESOURCES:

Student Health Center

Phone: 323-343-3302

Office Hours: Monday – Thursday, 8:30 a.m. - 5:45 p.m.

Fridays, 8:30 – 4:45 p.m.

www.calstatela.edu/studenthealthcenter

Counseling and Psychological Services (CAPS)

Phone: 323-343-3314

Office Hours: Monday – Friday, 8:30 a.m. – 4:30 p.m.

www.calstatela.edu/studenthealthcenter/caps

Sexual Assault Victim's Advocate

Kiara Lee

Peace Over Violence

Student Health Center, First Floor, Room 106

(323) 343-3314 ext. 435 or (213) 955-9090 ext. 540

Kiara@peaceoverviolence.org

Office Hours:

Mondays: 8:30 - 5:00

Tuesdays: 8:30 – 12:30

Thursdays: 8:30 - 5:00

COMPLAINT POLICIES AND PROCEDURES

- [Interim CSU Nondiscrimination Policy](#)
- [Interim CSU Nondiscrimination Policy - Student Procedures](#)
- [Interim CSU Nondiscrimination Policy - Employee or Third-Party Procedures](#)
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TRAININGS

All employees, including student assistants, are required to complete the annual training on Discrimination, Harassment, and Retaliation Prevention. Please refer to the [Compliance Training page](#).

All students are required to complete the annual training regarding sexual and gender based harassment, including sexual harassment, sexual misconduct, dating and domestic violence, sexual exploitation and stalking. Please refer to the [Not Anymore training for students](#).

POLICY REGARDING PROHIBITED CONSENSUAL RELATIONSHIPS BETWEEN EMPLOYEES OR EMPLOYEES AND STUDENTS

Prohibited Consensual Relationships include consensual sexual or romantic relationships between an Employee and any Student or Employee over whom they exercise direct or otherwise significant academic, administrative, supervisory, evaluative, counseling, or extracurricular authority.

- a. A consensual relationship means a sexual or romantic relationship between two individuals who voluntarily enter into such a relationship.
- b. While sexual and/or romantic relationships between members of the University community may begin as consensual, they may evolve into situations that lead to Discrimination, Harassment, Retaliation, Sexual Misconduct, Sexual Exploitation, Dating Violence, Domestic Violence, or Stalking subject to this Nondiscrimination Policy.
- c. It is a violation of this Nondiscrimination Policy for an Employee to enter into a Prohibited Consensual Relationship.
- d. Examples of Prohibited Consensual Relationships include, but are not limited to, a supervisor and an employee in their chain of command; a faculty member and a student enrolled in their class; a counselor and a student they are advising; a resident advisor and a student in their building; a club advisor and club member.

Title IX Officer

Mariel S. Mulet, Title IX Officer

Phone: 323-343-3040 or Email: mmulet@calstatela.edu

2024 UPDATED TITLE IX REGULATIONS: PROTECTION FOR PREGNANT STUDENTS AND EMPLOYEES

The regulations are aimed at eliminating discrimination against pregnant students and employees. They call for:

- Reasonable modifications to policies, practices, procedures
- May include breaks, excused absences, more time to complete work.
- Must be in consultation with student or employee and based on their needs.

Fundamental alterations are **not** reasonable

- **Employees must provide students with Title IX Coordinator's contact information when informed of pregnancy or related-condition**
- Under Title IX, institutions cannot discriminate against any student based on the student's "current, potential, or past pregnancy or related conditions."
- Pregnancy or related conditions means:
 - Pregnancy, childbirth, termination of pregnancy, or lactation;
 - Medical conditions related to pregnancy, childbirth, termination of pregnancy, or lactation; or
 - Recovery from pregnancy, childbirth, termination of pregnancy, lactation, or related medical conditions.

**NOTIFICATION OF COMPLIANCE WITH THE AMERICANS WITH DISABILITIES ACT
(ADA) OF 1990, AS AMENDED**

Cal State L.A. does not permit discrimination on the basis of disability in admission to, access to, or operation of its instruction, programs, services, or activities, or in its hiring and employment practices. Also, the University does not permit unlawful harassment based on a protected disability. In addition, the University does not permit discrimination or unlawful harassment based on an applicant's, employee's or student's relationship with or association with anyone with a known protected disability.

Upon request, the University will consider a request for reasonable accommodation(s) when needed to facilitate the participation of qualified individuals with protected disabilities. Reasonable accommodations will be considered to permit qualified individuals with protected disabilities to: (a) complete the admission/employment process; (b) perform essential job functions; (c) participate in instruction, programs, services or activities; and (d) enjoy other benefits and privileges of similarly situated individuals without disabilities.

Questions, concerns, complaints, and requests for a reasonable accommodation or additional information may be forwarded to the Office for Civil Rights and Title IX, the campus office assigned responsibility for compliance with the ADA. The Office for Civil Rights and Title IX is located in the Student Services Building, Room 6381, and is open Monday through Friday, 8 a.m. to 5 p.m., 323-343-3040 or TDD: 323-343-3670.