

# PROJECT SAFE

**A COMPREHENSIVE ONLINE RESOURCE**  
DATING & DOMESTIC VIOLENCE | SEXUAL  
VIOLENCE & MISCONDUCT | STALKING

[www.calstatela.edu/studenthealthcenter/safe](http://www.calstatela.edu/studenthealthcenter/safe)

Campus Advocate: 800.585.6231 | Counseling & Medical Services: 323.343.3300

Federal and state laws and CSU/Cal State LA policies prohibit dating and domestic violence, sexual violence and stalking. This prohibition applies to students, employees and others.

Perpetrators may face suspension, expulsion, and employment termination; as well as arrest, criminal prosecution, restitution, civil justice, and other penalties.

Survivors and victims have numerous rights granted by federal and state laws.



## 24-Hour Hotlines

These agencies provide 24/7 help for survivors and victims of dating and domestic violence, sexual violence and stalking. Assistance is available for everyone of all ages, across the gender spectrum.



## Policies & Procedures

Find details on laws and Cal State LA policies and resources, including who to contact, complaint procedures, confidential reporting, accommodations, safety measures, and potential sanctions.



## Information and Resources

Explore information and resources on bystander intervention, prevention strategies, evidence preservation, mobile apps, safety planning, Title IX, trafficking, and more!



## Rights & Options

Access information on a variety of rights and options, including alcohol and drug use by survivors, complaints, confidentiality, civil lawsuits, employment issues, immigration status protections, medical care, restraining orders, sexual assault forensic exam, tenancy termination, and other rights.



**STUDENT  
HEALTH CENTER**

## National Domestic Violence Hotline

800.799.7233 | 800.787.3224 (TTY) | [www.thehotline.org](http://www.thehotline.org)

## National Sexual Assault Hotline

800.656.HOPE (4673) | [www.rainn.org](http://www.rainn.org)



**PROJECT  
SAFE**

[bit.ly/shc-projectsafe](https://bit.ly/shc-projectsafe)

# Quick Facts on Dating and Domestic Violence Sexual Violence & Stalking

## The Numbers

- ▶ **Intimate partner violence** (physical violence, rape and/or stalking): Who has experienced it? **Women:** 44% lesbian women; 61% bisexual women; 35% heterosexual women | **Men:** 26% gay men; 37% bisexual men; 29% heterosexual men | **Transgender individuals:** 30-50%. Sources: 1) CDC (2013). NISVS: An Overview of 2010 Findings on Victimization by Sexual Orientation. Retrieved from [www.cdc.gov/violenceprevention/pdf/cdc\\_nisvs\\_victimization\\_final-a.pdf](http://www.cdc.gov/violenceprevention/pdf/cdc_nisvs_victimization_final-a.pdf). 2) M. Dottermusch (2016). Domestic Violence in the Transgender Community. Retrieved from <https://nomore.org/domestic-violence-transgender-community>.
- ▶ **Sexual violence:** **Women:** 44% have experienced contact sexual violence; 20% have been raped; 37% have experienced unwanted sexual contact; 16% have been sexually coerced | **Men:** 25% have experienced contact sexual violence; 7% have been made to penetrate someone else; ~18% have experienced unwanted sexual contact; 10% have been sexually coerced | **Transgender Individuals:** 47% have been sexually assaulted. Sources: 1) CDC (2018). National Intimate Partner and Sexual Violence Survey: 2015 Data Brief. Retrieved from [www.cdc.gov/violenceprevention/nisvs/2015NISVSdatabrief.html](http://www.cdc.gov/violenceprevention/nisvs/2015NISVSdatabrief.html); 2) S.E. James, et. al. (2016). The Report of the 2015 U.S. Transgender Survey. Retrieved from <https://vawnet.org/material/2015-us-transgender-survey-report>.
- ▶ **Stalking:** 16% of women and 6% of men have been stalked | First stalking episode before age 25: 54% of women; 40% of men. Source: CDC (2018). National Intimate Partner and Sexual Violence Survey: 2015 Data Brief. Retrieved from [www.cdc.gov/violenceprevention/nisvs/2015NISVSdatabrief.html](http://www.cdc.gov/violenceprevention/nisvs/2015NISVSdatabrief.html).

## Test Your Knowledge

What do you know about domestic & sexual violence?

### Myth or Fact

- 1 Jealousy and suspicion can be examples of abuse.
- 2 Consent for sex can be withdrawn at ANY time.
- 3 Stalking is just a minor annoyance.

## Do You Know?

- ▶ Federal and state laws and campus policies prohibit dating and domestic violence, sexual misconduct and stalking.
- ▶ Perpetrators are subject to suspension, expulsion, termination, arrest, restitution...
- ▶ Survivors and victims have many rights granted by federal and state laws.

## Got Questions?

On-Campus Information, Investigations & Survivor Assistance

- ▶ **Audreia Cameron, Title IX Officer** • 323.343.3040 • [www.calstatela.edu/hrm/oedi-title-ix](http://www.calstatela.edu/hrm/oedi-title-ix)
- ▶ **Campus Advocate** • 800.585.6231
- ▶ **Student Health Center** • 323.343.3300 • [www.calstatela.edu/studenthealthcenter/safe](http://www.calstatela.edu/studenthealthcenter/safe)
- ▶ **University Police** • Call 911 for emergencies • 323.343.3700 • [www.calstatela.edu/police](http://www.calstatela.edu/police)

## Community Assistance

### 24-Hour Hotlines

Do you need help for yourself, friend, classmate, teammate or colleague?

- ▶ **National Domestic Violence Hotline** • [www.thehotline.org](http://www.thehotline.org) • 800.799.SAFE (7233), 800.787.3224 (TTY)
- ▶ **National Sexual Assault Hotline** • [www.rainn.org](http://www.rainn.org) (Online & DoD Community hotlines available) • 800.656.HOPE (4673)

Caution: Device use can be monitored  
Call 911 for emergencies / imminent danger

**Myth or Fact: The Answers**  
Call 911 for emergencies • Contact a 24-hour hotline for information, support and safety planning.

1 Fact: Abuse includes: putting someone down; shouting and cursing; hitting, slapping and/or pushing; making threats; jealousy and suspicion; keeping someone away from family and friends; throwing things; and coercing or forcing someone to have sex. Some forms of abuse are criminal acts. If you abuse, choose to stop. Call the National Domestic Violence Hotline for help. Does your boy-girl-friend, spouse or partner: Embarrass you? Look at you or act in ways that scare you? Control what you do, who you see or where you go? Make all of the decisions? Tell you that you're a bad parent or threaten to take away or hurt your children? Act like the abuse is no big deal, it's your fault, or even deny doing it? Destroy your property? Threaten to kill your pet? Use weapons to intimidate you? Shove you, slap you, choke you, or hit you? Threaten to commit suicide? Threaten to kill you? If you answered yes to even one of these questions, you may be in an abusive relationship. Consider getting help on campus or through a hotline. 2 Fact: Consent is required to avoid sexual coercion, rape and other forms of sexual violence. Sexual contact without consent is a crime. California law allows consent to be withdrawn at any time - including after penetration. Consent can't be coerced or legally given when asleep, unconscious or incapacitated by alcohol, drugs or health conditions. Consent for one act does not establish consent for other acts. Consent should never be assumed. The absence of a 'yes' means 'no'. It is the responsibility of each person involved to obtain consent. Whenever you are unsure consent has been given, ask. Check-in throughout. Giving consent ahead of time does not waive a person's right to change their mind and say no later. 3 Myth: Stalking is a crime that is a serious threat to personal safety. Stalking episodes can last years. When violence is involved, stalking can lead to lethal violence. So what is stalking? Stalking is repeated harassing, threatening, and controlling behaviors which instill fear in targeted victims. Stalking is associated with: surveillance; waiting at places for no valid reason; sending unwanted emails/texts or gifts; threats; spreading rumors; stealing or monitoring; posting harassing information online; cyberstalking; vandalism; and physical/sexual assaults.



# SURVIVOR RESOURCES

## DATING AND DOMESTIC VIOLENCE, SEXUAL MISCONDUCT & STALKING



**Be aware** that computer, phone, tablet and other device activity can be monitored. It may be safer for survivors to obtain information using a device that a perpetrator does not have potential access to. For more information, contact the National Domestic Violence Hotline.

### CAMPUS SERVICES

#### ACCOMMODATION REQUESTS & SAFETY MEASURES

*Changes in academic, housing, transportation, and working situations; support services; remedy of hostile environment.*

- **Title IX Officer**

- Aundrea Cameron - Director of Human Resources Equity and Diversity Policies and Procedures | Admin. 606 | 323.343.3040 | [acamero6@calstatela.edu](mailto:acamero6@calstatela.edu)

- **Deputy Title IX Coordinators**

- Anne Larson, Senior Associate Director for Intercollegiate Athletics | PE 105 | 323.343.5243 | [alarson2@calstatela.edu](mailto:alarson2@calstatela.edu)
- Rebecca Palmer, Director, Housing and Residence Life | Phase II | 323.343.4804 | [rpalmer@cslanet.calstatela.edu](mailto:rpalmer@cslanet.calstatela.edu)
- Hannah Passano, Investigator/ADA Compliance Specialist | ADM 606 | 323.343.3679 | [hpassan@calstatela.edu](mailto:hpassan@calstatela.edu)
- Carol Roberts-Corb, Assistant Dean for Student Conduct | SA 115A | 323.343.3103 | [carol.roberts-corb@calstatela.edu](mailto:carol.roberts-corb@calstatela.edu)

- **University Police** | Lot 1 | 911 | 323.343.3700

Except in extreme circumstances, no disciplinary action will be taken against victims for violating the campus drug and alcohol policy if they were under the influence of alcohol or other drugs when they were harmed.

#### COMPLAINTS

- Title IX Officer/Office for Equity, Diversity and Inclusion - Administration 606, 323.343.3040
- Student Conduct Office - Student Affairs 115A, 323.343.3103

#### CONFIDENTIAL SURVIVOR SUPPORT SERVICES

- East Los Angeles Women's Center | 24-hour hotline - 800.585.6231 | 323.526.5819 | 1255 S. Atlantic Blvd., Los Angeles, CA 90022
  - Advocacy, accompaniment, counseling & other services
- Student Health Center - Main Walkway
  - Counseling and psychological services: 323.343.3314
  - Medical services and education: 323.343.3302
  - On-campus advocate: 800.585.6231 | 323.526.5819

#### CRIME REPORTING/INVESTIGATIONS • TRANSPORTATION TO EMERGENCY ROOM • ESCORTS • RESTRAINING ORDERS

- University Police - Lot 1 (north end), 911 | 323.343.3700

#### FOR ADDITIONAL INFORMATION

Office for Equity, Diversity and Inclusion:  
[www.calstatela.edu/hrm/oedi-title-ix](http://www.calstatela.edu/hrm/oedi-title-ix)

University Police: [www.calstatela.edu/police](http://www.calstatela.edu/police)

#### CALL 911 FOR EMERGENCIES

Use the closest campus emergency phone ("blue light," non-dial, outdoor emergency phone)

Go to Project SAFE ([www.calstatela.edu/studenthealthcenter/safe](http://www.calstatela.edu/studenthealthcenter/safe)) for additional hotlines, information and resources.

### 24-HOUR HOTLINES

#### NATIONAL HOTLINES

- National Dating Abuse Helpline: 866.331.9474, 866.331.8453 (TTY)
- National Domestic Violence Hotline: 800.799.SAFE (7233), 800.787.3224 (TTY)
- National Sexual Assault Hotline: 800.656.HOPE (4673)
- Safe Helpline (for the DoD community): 877.995.5247
- Safely Surrendered Baby Hotline: 877.BABY.SAFE (877.222.9723) (L.A. County)

#### LOCAL AGENCY HOTLINES

- Center for the Pacific Asian Family: 800.339.3940
- Child Protection Hotline: 800.540.4000 (L.A. County Dept. of Children & Family Services)
- East Los Angeles Women's Center: 800.585.6231
- Elder Abuse Hotline: 877.4.R.SENIORS (877.477.3646) (L.A. County District Attorney's Office)
- Peace Over Violence: 213.626.3393, 310.392.8381, 626.793.3385
- Rape Treatment Center at Santa Monica-UCLA Medical Center: 310.319.4000
- Safely Surrendered Baby Hotline: 877.BABY.SAFE (877.222.9723) (L.A. County)
- Stalking Hotline: 877.633.0044 (L.A. District Attorney's Office and Peace Over Violence)

### ONLINE RESOURCES

#### DATING AND DOMESTIC VIOLENCE

- Los Angeles LGBT Center STOP Domestic Violence Program: [www.lalgbtcenter.org](http://www.lalgbtcenter.org)
- National Dating Violence Helpline: [www.loveisrespect.org](http://www.loveisrespect.org)
- National Domestic Violence Hotline: [www.thehotline.org](http://www.thehotline.org)
- NO DV LA: [www.nodvla.org](http://www.nodvla.org)

#### SEXUAL VIOLENCE

- 1in6 For Men: [www.1in6.org](http://www.1in6.org)
- Center for Changing our Campus Culture: [www.changingourcampus.org](http://www.changingourcampus.org)
- Know Your IX: [www.knowyourix.org](http://www.knowyourix.org)
- Rape, Abuse & Incest National Network: [www.rainn.org](http://www.rainn.org)
- Safe Helpline (for the DoD community): [www.safehelpline.org](http://www.safehelpline.org)

#### STALKING

- Stalking Resource Center: [www.victimsofcrime.org/our-programs/stalking-resource-center](http://www.victimsofcrime.org/our-programs/stalking-resource-center)

#### SURVIVOR AND VICTIM ASSISTANCE

- California Courts Self-Help Center: [www.courtinfo.ca.gov/selfhelp](http://www.courtinfo.ca.gov/selfhelp)
- Clery Center: [www.clerycenter.org](http://www.clerycenter.org)
- Office for Civil Rights, U.S. Department of Education: [www.ed.gov](http://www.ed.gov)
- The National Crime Victim Bar Association: [www.victimbar.org](http://www.victimbar.org)
- Victim Connect Resource Center: [www.victimconnect.org](http://www.victimconnect.org)
- Victims of Crime Resource Center: [www.1800victims.org](http://www.1800victims.org)



# California State University, Los Angeles

## NONDISCRIMINATION STATEMENT

California State University, Los Angeles (Cal State LA), is committed to maintaining an inclusive community that values diversity and fosters tolerance and mutual respect. We embrace and encourage our community differences in Age, Disability (physical and mental), Gender (or sex), Gender Identity (including transgender status), Gender Expression, Genetic Information, Marital Status, Medical Condition, Nationality, Race or Ethnicity (including color or ancestry), Religion (or Religious Creed), Sexual Orientation, Veteran or Military Status and other characteristics that make our community unique. All individuals have the right to participate fully in Cal State LA programs and activities free from Discrimination, Harassment and Retaliation. Cal State LA prohibits Harassment of any kind, including Sexual Harassment as well as Sexual Misconduct, Dating and Domestic Violence and Stalking. Such misconduct violates University policy and may also violate state or federal law.

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 sexual activity is Sexual Misconduct and constitutes a violation of this policy, whether or not the sexual activity violates any civil or criminal law.

This policy is established in compliance with the California Equity in Higher Education Act, Title IX of the Education Amendments of 1972, 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), Title VII of the Civil Rights Act of 1964, Section 504 of the Rehabilitation Act of 1973, Title II of the Americans with Disabilities Act of 1990, and the Age Discrimination Act of 1975, among other applicable state and federal laws.

**Prohibited Conduct.** Cal State LA prohibits:

1. Discrimination, including Harassment, because of any Protected Status: i.e., Age, Disability (physical or mental), Gender (or sex), Gender Identity (including transgender status), Gender Expression, Genetic Information, Marital Status, Medical Condition, Nationality, Race or Ethnicity (including color or ancestry), Religion (or Religious Creed), Sexual Orientation, sex stereotype, and Veteran or Military Status;
2. Retaliation for exercising rights under this policy, (i.e.: opposing Discrimination or Harassment because of a Protected Status, or for participating in any manner in any related investigation or proceeding);
3. Dating and Domestic Violence, and Stalking;
4. Sexual Misconduct of any kind, which includes sexual activity engaged in without Affirmative Consent; and,

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5. Employees from entering into a consensual relationship with any Student or Employee over whom they exercise direct or otherwise significant academic, administrative, supervisory, evaluative, counseling, or extracurricular authority.

The following persons have been designated to handle inquiries regarding the non-discrimination, anti-harassment and sexual misconduct policies:

Office for Equity, Diversity and Inclusion/Title IX Officer

**Aundrea M. Cameron**, Director/Title IX Officer

5151 State University Drive, Administration, Room 606

Los Angeles, CA 90032

[acamer06@calstatela.edu](mailto:acamer06@calstatela.edu)

**(323) 343-3040**

Deputy Title IX Coordinator

**Anne Larson**, Senior Associate Director for Intercollegiate Athletics

5151 State University Drive, Physical Education, Room 105

Los Angeles, CA 90032

[alarson2@calstatela.edu](mailto:alarson2@calstatela.edu)

**(323) 343-5243**

Deputy Title IX Coordinator

**Carol Roberts-Corb**, Assistant Dean for Student Conduct

5151 State University Drive, Student Affairs, Room 115A

Los Angeles, CA 90032

[Carol.Roberts-Corb@calstatela.edu](mailto:Carol.Roberts-Corb@calstatela.edu)

**(323) 343-3103**

Deputy Title IX Coordinator

**Rebecca Palmer**, Director of Housing and Residence Life

5151 State University Drive, Housing Services, Phase II

Los Angeles, CA 90032

[rpalmer@calstatela.edu](mailto:rpalmer@calstatela.edu)

**(323) 343-4804**

Deputy Title IX Coordinator

**Hannah Passano**, Investigator and ADA Compliance Specialist

5151 State University Drive, Administration, Room 606

Los Angeles, CA 90032

[hpassan@calstatela.edu](mailto:hpassan@calstatela.edu)

**(323) 343-3679**

Title IX inquiries may also be directed to the U.S. Department for Civil Rights, 50 United Nations Plaza, San Francisco, CA 94102.

## California State University, Los Angeles

Cal State LA will take action to eliminate and prevent sexual harassment and to address its effects, as mandated by the Chancellor Office's Executive Orders No. 1095, revised on June 23, 2015 and 1096 and 1097, revised October 5, 2016.

[www.calstate.edu/eo/EO-1095-rev-6-23-15.pdf](http://www.calstate.edu/eo/EO-1095-rev-6-23-15.pdf) - Systemwide Sex Discrimination, Sexual Harassment, Sexual Misconduct, Dating and Domestic Violence, and Stalking Policy Executive Order 1095 Revised June 23, 2015.

[www.calstate.edu/eo/eo-1096-rev-10-5-16.pdf](http://www.calstate.edu/eo/eo-1096-rev-10-5-16.pdf) - Systemwide Policy Prohibiting Discrimination, Harassment, Retaliation, Sexual Misconduct, Dating and Domestic Violence, and Stalking against Employees and Third Parties and Systemwide Procedure for Addressing Such Complaints by Employees and Third Parties Executive Order 1096 Revised October 5, 2016.

[www.calstate.edu/eo/eo-1097-rev-10-5-16.pdf](http://www.calstate.edu/eo/eo-1097-rev-10-5-16.pdf) - 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 Executive Order 1097 Revised October 5, 2016.

Sexual harassment is conduct subject to disciplinary action, including termination.

### **WHAT IS SEXUAL MISCONDUCT, AFFIRMATIVE CONSENT, DATING AND DOMESTIC VIOLENCE AND STALKING?**

**Sexual Misconduct.** All sexual activity between members of the California State University (CSU) community must be based on Affirmative Consent. Engaging in any sexual activity without first obtaining Affirmative Consent to the specific activity constitutes Sexual Misconduct and is a violation of this policy, whether or not the conduct violates any civil or criminal law.

Sexual Misconduct is a form of Sexual Harassment and may create a sexually hostile environment that affects access to or participation in CSU programs and activities. CSU prohibits all such conduct whether or not it also amounts to Sexual Harassment.

Sexual activity includes but is not limited to kissing, touching intimate body parts, fondling, intercourse, penetration of any body part and oral sex.

**Affirmative Consent** means an informed, affirmative, conscious, voluntary and mutual 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 Affirmative 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

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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 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 the person lacks 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:

- The person was asleep or unconscious;
- 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;
- 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:

- The Respondent's belief in Affirmative Consent arose from the intoxication or recklessness of the Respondent;
- The Respondent did not take reasonable steps, in the circumstances known to the Respondent at the time, to ascertain whether the person affirmatively consented.

**Dating Violence** is 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 himself, herself or another. Abuse does not include non-physical, emotional distress or injury.

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**Domestic Violence** is abuse committed against someone who is a current or former spouse, current or former cohabitant, someone with whom the abuser has a child, someone with whom the abuser 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. 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 husband and wife, (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 himself or herself or another. Abuse does not include non-physical, emotional distress or injury.

**Stalking** means engaging in a repeated course of conduct directed at a specific person that would cause a reasonable person to fear for his/her or others’ safety 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 statuses 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.

### DUTY TO REPORT

Except as provided below, **any** Employee who knows or has reason to know of allegations or acts that violate this policy shall promptly inform the DHR Administrator or Title IX Coordinator. These Employees are required to disclose all information, including the names of the Parties, **even where the person has requested anonymity**. The DHR Administrator or Title IX Coordinator will determine whether such confidentiality is appropriate given the circumstances of each incident.

Employees Who Do Not Have A Duty to Report:

**1.** The following Employees are **not** required to report **any** information about an incident of Discrimination, Harassment, Retaliation, Sexual Misconduct, Dating or Domestic Violence or Stalking to the DHR Administrator or Title IX Coordinator:

a. 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*); and



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b. 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, gender equity 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 or health centers*).<sup>1</sup>

c. A CSU employee/union representative is not required to report a possible violation of this Executive Order 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 employee/union representatives are **strongly encouraged** to report the information to the DHR Administrator or Title IX Coordinator.

2. University police are **not** required to report any **personally-identifiable information** about a victim of certain sex offenses **if the victim requests confidentiality of identity**, but must report all known facts of the incident—including the identity of the perpetrator (if known)—to the Title IX Coordinator.

We encourage victims of sexual misconduct, dating or domestic violence or stalking to talk to someone about what happened so they can get the support they need and to allow the University to respond appropriately.

### CONFIDENTIAL RESOURCES:

Student Health Center  
(323) 343-3302

Sexual Assault Victim’s Advocate Services on Campus  
Student Health Center  
East Los Angeles Women’s Center Advocate  
Michelle Pereira  
Monday 1:00 to 5:00 p.m.  
Thursday 9:00 a.m. to 1:00 p.m.  
(323) 343-3314

Sexual Assault Victim’s Advocate  
Sonia Rivera  
Director of Sexual Assault & Emergency Services  
East Los Angeles Women’s Center  
(800) 585-6231 (hotline) or (323) 526-5819

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<sup>1</sup> Notwithstanding this, there may be other reporting requirements.

## California State University, Los Angeles

### **POLICY REGARDING CONSENSUAL RELATIONSHIPS BETWEEN EMPLOYEES OR EMPLOYEES AND STUDENTS**

Executive Order 1096, Systemwide *Policy* Prohibiting Discrimination, Harassment, Retaliation, Sexual Misconduct, Dating and Domestic Violence, and Stalking against Employees and Third Parties and Systemwide *Procedure* for Addressing Such Complaints by Employees and Third Parties Executive Order 1096 Revised October 5, 2016 states as follows:

**Consensual Relationships.** Consensual relationship means a sexual or romantic relationship between two persons who voluntarily enter into such a relationship. 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, Dating or Domestic Violence, or Stalking subject to this policy.

**A CSU Employee shall not enter into a consensual relationship with a Student or Employee over whom that employee exercises or influences direct or otherwise significant academic, administrative, supervisory, evaluative, counseling, or extracurricular authority. In the event such a relationship already exists, each Campus shall develop a procedure to reassign such authority to avoid violations of this policy.**

This prohibition does not limit the right of an Employee to make a recommendation on personnel matters concerning a family or household member where the right to make recommendations on such personnel matters is explicitly provided for in the applicable collective bargaining agreement or MPP/confidential personnel plan.

For more information, contact:

Title IX Officer  
Aundreia M. Cameron  
Director of Human Resources Equity  
and Diversity Policies and Procedures  
Human Resources Management  
(323) 343-3040  
[acamero6@calstatela.edu](mailto:acamero6@calstatela.edu)