

## **NOTICE OF REVISED CSU SYSTEMWIDE POLICIES AND PROCEDURES**

The CSU is committed to maintaining an inclusive community that values diversity and fosters tolerance and mutual respect. It is CSU policy to provide equal opportunity for all persons regardless of race, religious creed, color, national origin, ancestry, physical disability, mental disability, medical condition, genetic information, marital status, sex, gender, gender identity, gender expression, age, sexual orientation, and veteran status.

As of June 23, 2015, several new CSU Executive Orders went into effect. While the number of the Executive Orders has not changed, please note the revised date on the latest version:

**Executive Order 1095 Revised June 23, 2015** provides direction on implementing legislation on sex discrimination, sexual harassment and sexual violence. The legislation includes Title IX of the Education Amendments of 1972 (20 U.S.C. § 1681 *et seq.*) and related regulations (34 C.F.R. Part 106) (Title IX); 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) (20 U.S.C. 1092(f)) (VAWA) under its Campus Sexual Violence Elimination Act provision (Campus SaVE Act); Title IV of the 1964 Civil Rights Act (42 U.S.C. § 2000c *et seq.*); the California Equity in Higher Education Act (Cal. Educ. Code § 66250 *et seq.*); California Education Code §§ 67385.7 & 67390-91; and the Governor's *California Campus Blueprint to Address Sexual Assault*.

Executive Order 1095 Revised June 23, 2015 supersedes Executive Order 1095 Effective June 3, 2014.

Executive Order 1095 Revised June 23, 2015 may be found at <http://www.calstate.edu/EO/EO-1095-rev-6-23-15.pdf>.

**Executive Order 1096 Revised June 23, 2015** is the systemwide *policy* prohibiting discrimination, harassment and retaliation against **employees** and **third parties** and the systemwide *procedure* for handling discrimination, harassment and retaliation complaints by **employees** and **third parties**. Any employees or third parties having such complaints should contact the campus **Office for Equal Opportunity** at 916.278.5770. Employees and students who violate this policy may be subject to discipline. Executive Order 1096 reaffirms California State University's commitment to providing equal opportunities and maintaining an environment free of

discrimination, harassment and retaliation in accordance with applicable state and federal laws.

Executive Order 1096 Revised June 23, 2015 supersedes Executive Order 1096 Effective June 3, 2014.

Executive Order 1096 Revised June 23, 2015 may be found at <http://www.calstate.edu/EO/EO-1096-rev-6-23-15.pdf>.

***Executive Order 1097 Revised June 23, 2015*** is the systemwide *policy* prohibiting discrimination, harassment and retaliation against **students** and systemwide *procedure* for handling discrimination, harassment and retaliation complaints by **students**. Any students having such complaints should contact the campus **Office for Equal Opportunity** at 916.278.5770. Employees and students who violate this policy may be subject to discipline. Executive Order 1097 reaffirms California State University's commitment to providing equal opportunities and maintaining an environment free of discrimination, harassment and retaliation in accordance with applicable state and federal laws.

Executive Order 1097 Revised June 23, 2015 supersedes Executive Order 1097 Effective June 3, 2014.

Executive Order 1097 Revised June 23, 2015 may be found at <http://www.calstate.edu/EO/EO-1097-rev-6-23-15.pdf>.

***Executive Order 1098 Revised June 23, 2015*** contains student conduct procedures established pursuant to 5 Cal. Code Regs. §41301, and govern all student disciplinary matters systemwide.

Executive Order 1098 Revised June 23, 2015 supersedes Executive Order 1098 Effective June 3, 2014.

Executive Order 1098 Revised June 23, 2015 may be found at <http://www.calstate.edu/EO/EO-1098-rev-6-23-15.pdf>.

William Bishop, Director for Equal Opportunity, is the campus Discrimination, Harassment and Retaliation (DHR) Administrator and Title IX Coordinator responsible for implementation of these policies. He may be reached at [william.bishop@csus.edu](mailto:william.bishop@csus.edu) or 916.278.7469. Alison Morgan works with the Director as the Investigator for Equal Opportunity. She may be reached at [alison.morgan@csus.edu](mailto:alison.morgan@csus.edu) or 916.278.2843. Ardith Tregenza is the Director of Student Conduct in the Division of Student Affairs. She may be reached at [ardith.tregenza@csus.edu](mailto:ardith.tregenza@csus.edu) or 916.278.6060.

For more information about the Office for Equal Opportunity and its services, please visit <http://www.csus.edu/hr/departments/equal-opportunity/index.html>. This webpage includes links to other available resources.

For information on Title IX and Sacramento State's efforts regarding campus sexual violence prevention, please visit the WE CARE. WE WILL HELP webpage at <http://www.csus.edu/titleix/>.

All employees also should be aware of the California Department of Fair Employment and Housing's information sheet on sexual harassment available at <http://www.dfeh.ca.gov/res/docs/Publications/DFEH-185.pdf>.