

CAMPUS RESOURCES FOR EMPLOYEES

DISCRIMINATION, HARASSMENT AND RETALIATION	REASONABLE ACCOMMODATIONS & INTERACTIVE PROCESS
<p><i>Executive Order 1096 applies to employee complaints of harassment, discrimination, or retaliation. The California State University (CSU) is committed to maintaining a work environment where every employee is treated with dignity and respect. CSU will not tolerate unlawful harassment based on race, color, religion, national origin, ancestry, age, sex, sexual orientation, marital status, veteran status (as defined by the Vietnam-Era Veterans' Readjustment Assistance Act of 1974, as amended), physical disability, mental disability, or medical condition.</i></p> <ul style="list-style-type: none"> • Website: https://www.csus.edu/division-inclusive-excellence/office-equal-opportunity/ • Discrimination, Harassment, and Retaliation Reporting Form: https://cm.maxient.com/reportingform.php?CSUSacramento&layout_id=8 • Contact: equalopportunity@csus.edu <ul style="list-style-type: none"> ○ OEO's admin support person is Arihanna Harper and she can assist you with scheduling an appointment with OEO; contact arihanna.harper@csus.edu or extension 8-5770 	<p><i>Sacramento State provides reasonable accommodations for employees, including applicants for employment, with sensory, mental or physical disabilities. A reasonable accommodation is an accommodation that enables (1) applicants to apply for vacant positions or employees to perform the essential functions of their position, (2) is medically necessary, (3) and does not create an undue hardship.</i></p> <ul style="list-style-type: none"> • Website: https://www.csus.edu/administration-business-affairs/human-resources/benefits/reasonable-accomodation.html • Contact: Benefits Office at (916) 278-6213, by fax at (916) 278-7331, by email at benefits@csus.edu, or by campus mail to campus zip 6032
FAMILY MEDICAL LEAVE (FML)	WORKERS' COMPENSATION
<p><i>Under CSU Family Medical Leave (FML) eligible employees may take job-protected leave for up to twelve (12) weeks in a 12-month period for specified reasons relating to the employee's or a qualified family or service members' serious health condition, in connection with at the birth or placement of a child, or for a qualified military exigency. CSU FML incorporates both the Federal Family Medical Leave Act (FMLA) and California Family Rights Act (CFRA) leave entitlements which normally run concurrently.</i></p> <ul style="list-style-type: none"> • Website: https://www.csus.edu/administration-business-affairs/human-resources/benefits/disability-parental-leave.html • Contact: Scott Oleinik, Director of Benefits Services, at soleinik@csus.edu or (916) 278-6213 	<p><i>If you are injured or become ill, either physically or mentally, because of your job, you may be entitled to workers' compensation benefits. Workers' compensation benefits are designed to provide you with medical treatment to cure or relieve the effects of a work related injury or illness, help replace lost wages if you are unable to work due to a work place injury/illness, and help you return to work at the earliest opportunity.</i></p> <ul style="list-style-type: none"> • Website: https://www.csus.edu/administration-business-affairs/risk-management-services/workers-compensation.html • Contact: Adell Seibles, Workers' Compensation Manager, at adell.seibles@csus.edu or (916) 278-3979
POLICE DEPARTMENT	EMPLOYEE ASSISTANCE PROGRAM (EAP)
<p><i>The mission of the Sacramento State Police Department is to protect the life, property, and peace of mind of the students, faculty, staff and visitors of this university.</i></p> <ul style="list-style-type: none"> • Website: https://www.csus.edu/campus-safety/police-department/ • Contact: Campus Police Department at (916) 278-6000 	<p><i>The employee assistance program (EAP) is designed to provide professional assistance to employees and their families (dependents and permanent household members) in assessing and resolving personal problems that may be affecting well-being or job performance.</i></p> <ul style="list-style-type: none"> • Website: https://www.csus.edu/administration-business-affairs/human-resources/benefits/employee-assistance-program.html • Contact (24/7): 1-800-367-7474