

SUMMARY OF CSU SYSTEMWIDE POLICIES

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.

Executive Order 1096 Revised October 5, 2016 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 may be found at <http://www.calstate.edu/eo/EO-1096-rev-10-5-16.pdf>.

Executive Order 1097 Revised October 5, 2016 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 may be found at <http://www.calstate.edu/eo/EO-1097-rev-10-5-16.pdf>.

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://csus.edu/sexualviolence/>.

Employees may also refer to the California Department of Fair Employment and Housing's Sexual Harassment pamphlet available at https://www.dfeh.ca.gov/wp-content/uploads/sites/32/2017/06/DFEH_SexualHarassmentPamphlet.pdf .