REGULATION XV

POLICY PROHIBITING DISCRIMINATION AND HARASSMENT; COMPLAINT RESOLUTION PROCEDURES

CSULB is committed to maintaining an inclusive community that values diversity and fosters tolerance and mutual respect. All individuals have the right to participate fully in CSU programs and activities free from Discrimination, Harassment, and Retaliation. Such misconduct violates University policy and may also violate state or federal law. Employees and Students who are found to have violated this policy may be subject to discipline commensurate with the violation.

Protected Statuses:

- Age
- Disability
- Gender or Sex*
- Genetic Information
- Gender Identity*
- Gender Expression*
- Marital Status
- Medical Condition
- Nationality
- Race or Ethnicity
- Religion or Religious Creed
- Sexual Orientation
- Veteran or Military Status

*(Gender falls under Title IX; see Regulation 14)

Discrimination is any action that has a substantial and material impact on access to University programs or activities based on Protected Status:

Harassment means unwelcome conduct, engaged in because of a protected status and:
- Submission to, or rejection of, the conduct is made a term or condition of the Complainant’s employment; or
- Submission to or rejection of such conduct by the Complainant is used as the basis or threatened to be used as the basis for employment actions or decision affecting the Complainant; or
- The conduct is sufficiently severe or pervasive that its effect, whether or not intended, could be considered by a reasonable person in the shoes of the Complainant, and is in fact considered by the Complainant, as intimidating, hostile or offensive.

Duty to Report: Except in the case of a privilege recognized under California law (i.e. physicians; psychotherapists; professional licensed counselors; licensed clinical social workers, etc.) any Employee who knows or has reason to know of allegations or acts that violate this policy shall promptly inform the 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 Title IX Coordinator will determine whether such confidentiality is appropriate given the circumstances of each such incident.
Complaint Process
The University has designated a Discrimination, Harassment, and Retaliation (DHR) Administrator to provide you with assistance and support, and to monitor and oversee overall compliance with laws and policies related to Discrimination, Harassment, and Retaliation. Your Campus DHR Administrator is available to explain and discuss your rights, options, and resources:

Larisa Hamada, Assistant Vice President for Equity & Diversity
Foundation Building, Suite 220
larisa.hamada@csulb.edu | (562) 985-8256 | www.csulb.edu/titleix

Individuals may file a complaint online at http://www.csulb.edu/titleix or by contacting the DHR Administrator directly. The University shall respond promptly and effectively to all complaints of Discrimination, Harassment, or Retaliation and will take appropriate action to prevent, correct, and discipline conduct that violates this policy.

Note: Students may seek assistance with resolving a complaint against an employee of an auxiliary organization (Associated Students, CSULB Foundation and Forty-Niner Shops) by contacting the appropriate office listed below:

Associated Students Human Resources Manager
www.csulb.edu/asi

CSULB Foundation Associate Director of Human Resources and Administrative Services, Foundation Building, room 332
www.foundation.csulb.edu/departments/hr

Forty-Niner Shops Director of Human Resources, University Bookstore www.csulb.edu/aux/49ersshops/

Retaliation
The CSU prohibits Retaliation for exercising rights under this policy, opposing Discrimination or Harassment because of a Protected Status, or for participating in any manner in any related investigation or proceeding.

Resources

Bob Murphey Access Center
Student Success Center, Room 110 | (562) 985-5401

Counseling & Psychological Services (CAPS) - Students
Brotman Hall, Room 226 | (562) 985-4001 (24hrs) | www.csulb.edu/caps

Faculty & Staff Assistance Program (FSAP) - Employees
Foundation, Room 151 | (562) 985-7434 | www.csulb.edu/fsap

University Ombuds
Foundation Room 140 | (562) 985-5983 | www.csulb.edu/ombuds