

To: Employees  
From: CSUCI News (*Send on behalf of Title IX at CSU Channel Islands*)  
Date: Jan. 16, 2025  
Subject: Title IX and Inclusion Reminders

Dear Colleagues,

Welcome back and Happy New Year!

***Please read this email in its entirety.***

As we return for Spring 2025, we wanted to provide a reminder that CSUCI is committed to providing a safe learning and working environment to everyone in the Dolphin community. We do this in a variety of ways - including maintaining compliance with the CSU systemwide [Nondiscrimination Policy](#).

### **CSU Nondiscrimination Policy and Rights**

As stated in the Nondiscrimination Policy, CSU prohibits the following behaviors in campus programs or activities, and/or between campus community members, including but not limited to students, employees, applicants, third-party guests, and/or vendors:

1. Discrimination and/or Harassment, because of any Protected Status, including: Age, Disability (physical or mental), Gender, Genetic Information, Gender Identity or Expression, Nationality, Marital Status, Race or Ethnicity, Religion, Sexual Orientation, and Veteran or Military Status.
2. Sex-Based Harassment. Sex-based harassment is a form of sex discrimination and means sexual harassment and other harassment on the basis of Sex or Gender, including Gender Expression, Gender Identity, Pregnancy or related conditions, Sex Stereotypes, Sex Characteristics, or sexual Orientation. [Click here](#) to learn more about Sex-Based Harassment.
3. Sexual misconduct of any kind, which includes sexual activity engaged in without Affirmative Consent.
4. Retaliation for exercising rights under the Nondiscrimination Policy, opposing Discrimination or Harassment because of a Protected Status, or for participating in any manner in any related investigation or proceeding.

As CSUCI Faculty and Staff, you can view your [Rights and Options](#) under the Nondiscrimination Policy on the [Title IX Website](#).

Please note that any disclosure of prohibited conduct outlined in the Nondiscrimination Policy to a Responsible Employee will require said employee to report the information to the Title IX & Inclusion office. This holds true for any employee on campus and includes disclosures made in

the classroom and on assignments. You may learn more about this by visiting the [CSU Nondiscrimination Policy, Article VII](#).

### **How to Report to Title IX**

If you need to report an allegation or act that you believe violates the policy at CSUCI, please contact the Title IX & Inclusion office at 805-437-2077 or [use this link](#) to file a report.

### **Questions**

More information can be found in the [Frequently Asked Questions](#) section of our website. Further questions or concerns can be emailed to us at [titleix@csuci.edu](mailto:titleix@csuci.edu).

### **Connect with Us**

Be on the lookout for our February Faculty and Staff event that will take place on Zoom! Future events can also be found within The CI Staff Council Ferry newsletter, or feel free to contact our Education, Prevention, and Compliance Specialist [Lauren Kearney](#) for more opportunities to connect with our office! You may also access our new [Cozen O' Connor](#) pages to view our [Title IX Implementation Plan](#) and task progress.

We wish everyone a safe and successful semester!

Respectfully,

Title IX and Inclusion

