



# INFORMATION, RIGHTS, & RESOURCES

***INTAKE FOLDER FOR STUDENTS***



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Follow the hyperlinks below to learn more about:

[\*\*Current Interim CSU Nondiscrimination Policy \(3/4/2025\)\*\*](#)

[\*\*Student Respondent Procedures \(3/4/2025\)\*\*](#)

[\*\*Employee/Third-Party Respondent Procedures \(3/4/2025\)\*\*](#)



# Our Commitment to Neutral, Unbiased Investigations and Compassionate Engagement with Our Campus Community

## Dear CSUCI Community,

As part of the Title IX & Inclusion Office, we understand that issues surrounding misconduct, discrimination, and harassment impact our community and values of our community. In response, the Title IX & Inclusion Office is committed to conducting neutral, unbiased Investigations and supporting alternative resolutions that prioritize fairness, accuracy, and compassion.

Our goal is to ensure that every individual who engages with our office, whether as a Complainant, Respondent, witness, or concerned community member, feels heard and respected, and understands the process. We approach each case with a commitment to impartiality, focused solely on the facts, while respecting the unique circumstances of every situation. Remaining unbiased is at the heart of our work, and we take great care to ensure our processes are free from preconceptions and external pressures.

We also recognize the potential impact that these processes can have on the individuals involved and on the broader campus community. Interim support measures are offered and coordinated to restore or preserve access to the University's education programs, activities, employment, at any time. The Title IX and Inclusion Office will meet with members of the community to brainstorm appropriate supportive measures and safety planning.

To ensure transparency and trust, we continue to refine our practices by incorporating feedback from Students, faculty, and staff in accordance with federal, state, and systemwide guidance. Your input helps us build a stronger, more supportive campus community, and we are committed to listening with care and intention.

If you have any concerns or questions about the Title IX process or any of our ongoing efforts, please do not hesitate to reach out. Our office is here for you, and we will continue to uphold the highest standards of integrity in every aspect of our work. Thank you for your continued partnership in fostering a safe, inclusive, and equitable environment for all.

Sincerely,

CSUCI Title IX & Inclusion Office Team

# CONFIDENTIAL RESOURCES FOR STUDENTS

Except as required by law (described in section C), the Employees identified below generally do not have a duty to report to the Title IX Coordinator/DHR Administrator. Employees covered by this section are required to explain to persons reporting Discrimination, Harassment, Sexual Harassment, Sexual Misconduct, Sexual Exploitation, Dating Violence, Domestic Violence, Stalking, or Retaliation their rights and options with respect to confidentiality, how to contact the Title IX Coordinator/DHR Administrator, how to make a Complaint, and how the Title IX Coordinator/DHR Administrator can help, and provide the specific reporting resources outlined in Attachment D. This obligation extends to incidents that occur on or off Campus.

## **Counseling and Psychological Services (CAPS)**

Counseling and Psychological Services (CAPS) provides short-term mental health services and same-day crisis intervention in a confidential setting to assist Students in achieving their academic goals and overall well-being.

**Phone: 805-437-2088 Location: Bell Tower East Rm 1867**

**After Hours 24/7 Crisis Line: 855-854-1747**



## **Campus Advocate (*Complainants Only*)**

Our Campus Advocate supports survivors of sexual assault, sexual misconduct, sexual harassment, dating violence, domestic violence, and stalking. Please contact the Coalition of Family Harmony for services.

**Phone: 805-983-6014 (M-F 8AM - 5PM)**

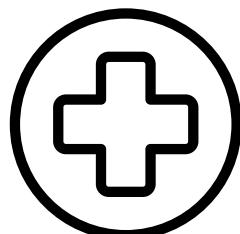
**24-Hour Bilingual Crisis Hotline: 1-800-300-2181**

**Crisis Text Line: Text HOME to 741741**

## **Student Health Center**

The Student Health Center provides services much like those offered at a primary care clinic, including Emergency contraception and reproductive health. Under California law, any health practitioner must report to local law enforcement if services are provided for a wound or other physical injury where the injury is a result of assaultive or abusive conduct. Student Health Services is in Yuba Hall. Look for the modular unit in the parking lot behind Sage Hall.

**Front Office: 805-437-8828 Email: [Student.Health@csuci.edu](mailto:Student.Health@csuci.edu)**



# PRIVATE (NOT CONFIDENTIAL) RESOURCES

## **Employees Who Have a Duty to Report**

Except as provided below, any Employee who knows or has reason to know of incidents that may violate this Nondiscrimination Policy has a duty to promptly report to the Title IX Coordinator/DHR Administrator, who are the Campus officials designated to receive these reports. These Employees are known as Responsible Employees and are required to disclose all information available, including the names of the Parties involved, even where the person has requested anonymity. Responsible Employees include, but are not limited to, Employees who have responsibilities for administrative leadership, teaching, or advising in any education program or activity for the CSU or who have the authority to take corrective actions in responding to Complaints from Students.

## **CSUCI Title IX & Inclusion Office**

TIX Administrators work to keep the community safe by meeting with Students privately to determine what action is appropriate to stop, remedy, and prevent sexual misconduct, harassment, and gender discrimination.

**Front Office: 805-437-2077**

**Email: titleix@csuci.edu Location: Lindero Hall**



## **Campus CARE Team**



The Campus Access, Retention, and Equity (CARE) Team is a multi-disciplinary partnership which consists of CSUCI faculty, staff, and administrators that evaluate & assess distressing or concerning behaviors exhibited by Students. Students may self-report difficulties, or others may report if they are concerned about the Student, and a case manager will reach out to them.

**Link: [Click here to file a CARE report](#)**

# LOCAL COMMUNITY RESOURCES – COMPLAINANTS ONLY

## Ventura County Family Justice Center

**3170 Loma Vista Rd, Ventura, CA 93003**

**If you need help or information between 8 AM and 5 PM Mon - Fri**

**call 805-652-7655 or text 805-947-7981 or email**

**vcfjc.coop@ventura.org.**

This is a collaborative team from more than 40 public agencies and community-based organizations and volunteers dedicated to Working together to help reduce trauma, eliminate repeat victimization, mitigate future risks, and make a lasting, positive difference in the lives of those they serve and their families. Through their welcoming community and comprehensive, holistic services that focus on the whole person, Ventura County FJC empowers and supports survivors of all ages and their families.



**If you need assistance after hours, call or text 2-1-1 to be connected to community resources.**

## Coalition for Family Harmony



**1000 Town Center Dr. Suite 500 Oxnard, CA 93036**

**Phone: 805-983-6014**

**Emergency Hotline 1-800-300-2181**

The Coalition for Family Harmony offers a variety of services to assist survivors of domestic violence, sexual assault, and child abuse, as well as family and friends of those suffering from abuse. All services are offered in English and Spanish.

# OTHER RESOURCES AVAILABLE TO COMPLAINANTS & RESPONDENTS



## 211 Ventura County

**Dial 2-1-1 or (800-339-9597) or text your zip code to 898-211**

**Website: [211ventura.org](http://211ventura.org)**

Interface 211 Ventura County (211VC), a program of Interface Children & Family Services, is the only comprehensive information and referral service for local residents. Interface 211 connects community members to critical health and human services in their community.

## Local Hospital

**805-389-5800**

**St John's Pleasant Valley Hospital 2309  
Antonio Avenue, Camarillo, CA 93010**



## Planned Parenthood

**(888) 898-3806**

**Oxnard Location:** 2651 S C St Suite 100, Oxnard, CA 93033

**Ventura Location:** 5400 Ralston St, Ventura, CA 93003

With or without insurance, you can always obtain health care at this health center. Services are offered in English and Spanish, and interpretation by telephone is available for other languages. Offers a range of services including Birth Control, Emergency Contraception, Gender-Affirming Care, HIV Services, Pregnancy Planning and Testing, STD Testing and Treatment, Wellness and Preventative Care.



Oxnard location is accessible through the VCTC bus, Westbound route toward Oxnard, 2<sup>nd</sup> stop ("C" Street) after Oxnard College.



## CSUCI Police Department

Our dedicated team is committed to ensuring the safety and security of our campus community. We strive to provide exceptional service, foster a positive environment, and build strong relationships with Students, faculty, and staff.

**Emergency: 9-1-1 Non-emergency: 805-437-8444**

# STATE AND NATIONAL RESOURCES

## ***National Crisis Lifeline: Call or Text 988***

### **1 in 6: Male sexual assault and support**

Speak confidentially with a trained advocate by calling the National Hotline 1-800- 656-4673 or connect online at [1in6.org](http://1in6.org)

### **RAINN National Sexual Assault Hotline Confidential 24/7 Support**

Bilingual English/Spanish 1-800-656-4673  
Chat online at [online.rainn.org](http://online.rainn.org)  
[www.rainn.org](http://www.rainn.org)

### **National Domestic Violence Hotline**

24/7 Bilingual English/Spanish  
1-800-799-7233 [www.thehotline.org](http://www.thehotline.org)

### **StrongHearts Native Helpline**

Every day 5 AM- 8 PM PST. Free, confidential, and culturally relevant support for Native American and Alaska Native teens and young adults experiencing dating abuse and sexual violence. Call 844-762-8483 (844-7NATIVE)

### **Love is Respect**

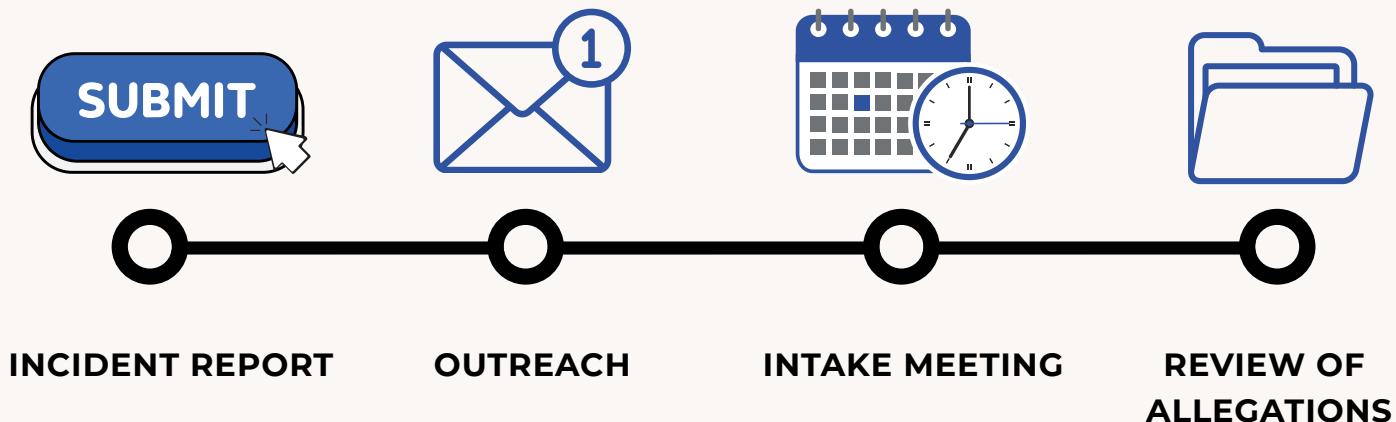
Call 1-866-331-9474 or Text LOVEIS to 22522  
Deaf Advocates by video phone 855-812-1001  
Offers 24/7 information and support to young people between 13 and 26 who have questions or concerns about their romantic relationships.  
[www.loveisrespect.org](http://www.loveisrespect.org)

### **The Trevor Project**

Call 1-866-488-7386 or Text START to 678-678  
Free, Confidential crisis counselors available 24/7 to support LBGTQ young people when they are struggling with issues such as coming out, LGBTQ identity, depression, and suicide. [www.thetrevorproject.org](http://www.thetrevorproject.org)

# WHAT HAPPENS WHEN SOMEONE REPORTS AN ALLEGED INCIDENT TO THE TITLE IX & INCLUSION OFFICE?

## OUTREACH AND INTAKE PROCESS



**Incident report:** Our office receives an incident report from a member of the campus community.

**Outreach:** Our office conducts outreach to the Complainant via email and text.

**Intake:** The Complainant meets with our office to discuss the report and identify interim supportive measures.

**Review of Allegations:** The Title IX and Inclusion Office has 10 business days to review allegations

**Note:** If a complainant does not respond to outreach, or declines support from the Title IX and Inclusion Office, the report will undergo further review by the Title IX/DHR Coordinator to determine appropriate next steps.

**For more information:** Click the following links to learn about current University Procedures for Responding to Reports involving [Student Respondent Procedures \(3/4/25\)](#) or [Employee/Third-Party Respondent Procedures \(3/4/25\)](#)

# TITLE IX & INCLUSION INTERIM SUPPORTIVE MEASURES



**What are Interim Supportive Measures?** The University will offer and coordinate Supportive Measures as appropriate for the Complainant and/or Respondent to restore or preserve that person's access to the University's education programs, activities, employment, or to provide support during the University's formal complaint resolution process or during the informal resolution process.

The Title IX Coordinator/DHR Administrator will describe and offer Supportive Measures to Complainants during the initial assessment (even if no Complaint is made or the Complaint is ultimately not investigated), and to Respondents during an initial meeting.

**How does a Party request Supportive Measures?** In your meeting with Title IX and Inclusion, a staff member will collaborate with you to discuss potential interim support measures and create a safety plan. This request will then be relayed to the Title IX/DHR Coordinator for review. The Title IX Coordinator/DHR Administrator is responsible for coordinating the effective implementation of Supportive Measures if requested and reasonably available.

## **What are some examples of commonly requested Supportive Measures?**

### **Academic/Employment:**

- Extensions of deadlines and other course-related adjustments
- Changes to employee reporting line
- Leaves of absence
- Changes in class, work, housing, or extracurricular or any other activity, regardless of whether there is or is not a comparable alternative

### **Safety & Well-Being:**

- Counseling
- Individual safety planning
- Campus escort services
- Increased security and monitoring of certain areas of campus
- Emergency counseling referrals or increased number of visits
- Temporary parking near buildings

### **Housing/Campus Life:**

- No contact directives
- Emergency temporary or permanent room change
- Restrictions on contact applied to one or more Parties

These are just a few examples of Supportive Measures that our office may assist with. As noted above, Supportive Measures are highly individualized. If your Party has expressed a need related to the complaint, please encourage them to reach out to us so we can collaborate and brainstorm a solution.

# What is a Mutual No Contact Order (MNCO) ?

1

## The MNCO is a supportive measure

No-contact directives (MNCO) may be issued as a Supportive Measure, Remedy, or in connection with an Informal Resolution Agreement, with or without an investigation. When reasonably requested by a Complainant or otherwise needed to protect health and safety or to preserve the integrity of the investigation, the University will issue an interim no-contact directive, which may be unilateral (prohibiting the Respondent from contacting the Complainant) or mutual (prohibiting the Parties from contacting each other) while the investigation is pending.

2

## The MNCO supports both parties

The Title IX office seeks to support all parties throughout the process. The Title IX Coordinator, or designee, may provide reasonable interim supportive measures, if such measures can eliminate potentially hostile or offensive environments and protect Complainants, Respondents, or others in the campus community. Interim support measures are those that are put in place during the semester of reporting.

3

## MNCO Protections - Retaliation Policy

CSUCI prohibits retaliation against any person who brings forward a report of misconduct covered by the Nondiscrimination Policy, or those who participate in the process to resolve a complaint. Any allegations of retaliation may lead to a separate investigation and possible disciplinary action. If you believe you have experienced retaliation, please contact the Title IX office by emailing [titleix@csuci.edu](mailto:titleix@csuci.edu) and during business hours by calling (805) 437-2077. In case of an emergency, or if you need immediate assistance, please contact Campus Safety at (805) 437-8444.

# Mutual No-Contact Order Frequently Asked Questions

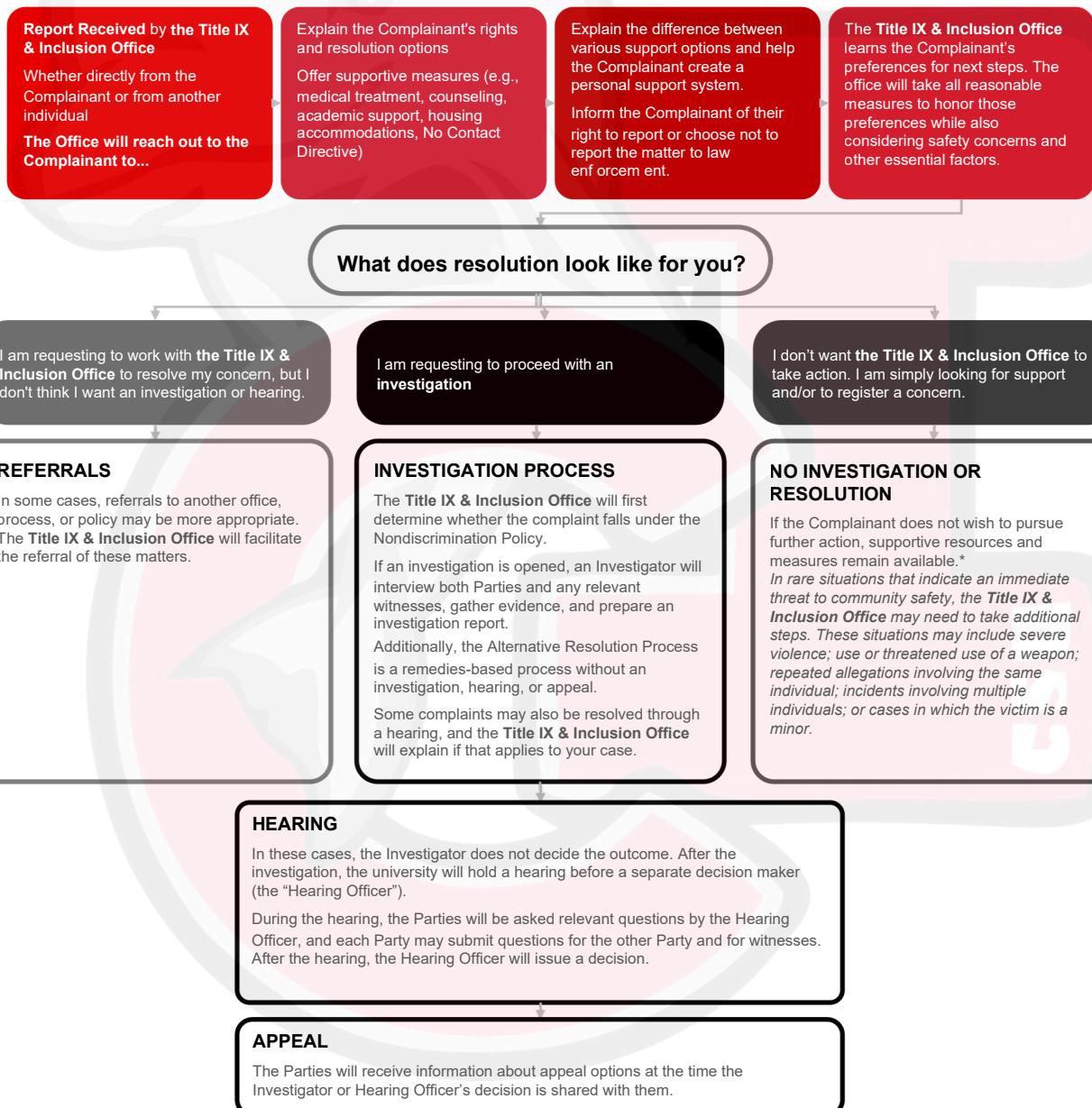


A Mutual No-Contact Order (MNCO) has been issued to you by the Title IX & Inclusion Office. Please review the MNCO carefully. If you have any questions, you can contact the Title IX & Inclusion Office at 805-437-2077. You can learn more about Supportive Measures within Section VI. Supportive Measures by clicking the following link: <https://calstate.policystat.com/policy/17650729/latest/#autoid-9zmzy>.

1	<b>Who is a Complainant?</b>	A complainant is a person alleged to have been subjected to conduct that could constitute a violation of this <u><a href="#">Nondiscrimination Policy</a></u> .
2	<b>Who is a Respondent?</b>	A respondent is a person who is alleged to have violated the <u><a href="#">Nondiscrimination Policy</a></u> . A respondent may include the CSU, an Employee, Student, or Third Party.
3	<b>Have I been found responsible for violating the CSU Nondiscrimination Policy?</b>	No, this is a supportive measure for both parties. This directive is not a disciplinary sanction; however, violations of no-contact directives will be addressed by the campus Student Conduct Administrator in the same manner as any violation of the Student Conduct Code.
4	<b>Is this a restraining order?</b>	No. A restraining order is a legal binding document that prohibits your ability to contact an individual. A MNCO is a campus directive issued and enforced by the University, directing two people to cease all contact with each other.
5	<b>Does this mean I am assuming responsibility for misconduct?</b>	No, you have not been found responsible for a violation of the Nondiscrimination Policy, nor are you assuming responsibility of a violation. The Title IX Coordinator/DHR Administrator must consider, based on the circumstances of each case, whether a mutual no-contact directive is necessary or justifiable to protect the Respondent's safety or well-being, or to address concerns about interference with an investigation.
6	<b>Does this affect my academic standing?</b>	No. This MNCO will not impact your current academic standing and will not affect your ability to register for classes. If you share a class or are in the same club as the other person identified on the MNCO, the faculty member or club advisor may be notified to provide support or accommodation(s) to navigate the MNCO.
7	<b>If I have concerns about this MNCO, what are my options?</b>	A Complainant or Respondent may request modification or reversal of a decision to provide, deny, modify, or terminate Supportive Measures applicable to them. This request will be reviewed by the Title IX Coordinator. If you would like to discuss this MNCO, please contact the Title IX & Inclusion Office to schedule a meeting with the Title IX Coordinator.

## HOW CSU CHANNEL ISLANDS RESPONDS TO REPORTS & COMPLAINTS UNDER THE CSU NONDISCRIMINATION POLICY

The California State University, Channel Islands and the **Title IX & Inclusion Office** are committed to protecting the safety of our community and ensuring a transparent, thorough, fair, and impartial complaint-resolution process. The **Title IX & Inclusion Office** offers resources, support, and information to anyone affected by discrimination, harassment, or retaliation, including sex-based misconduct. It also provides education and training to promote awareness and help prevent these behaviors in our community.



Title IX & Inclusion Office  
Lindero Hall, First floor



titleix@csuci.edu



(805) 437-2077



<https://www.csuci.edu/titleix/>

For a confidential discussion on resolution options, you may contact: **The Confidential Campus Advocates** (affiliated with the Coalition for Family Harmony) at (805) 983-6014. Inform the person you are calling from CSUCI and are seeking services.

24 Hour Bilingual Crisis Hotline: 1-800-300-2181.

Crisis Text Line: Text HOME to 741741.

In the event of an emergency, call 911, or for a non-emergency, call the University Police Department at (805) 437-8444.



# THE ALTERNATIVE RESOLUTION PROCESS

## BOTH PARTIES WANT TO PURSUE

Each Party gets a Notice of Investigation explaining the allegations and their rights. Either Party may request Alternative Resolution; however, Alternative Resolution may proceed only if both Parties and the Title IX Coordinator agree to participate.\*

## WRITTEN AGREEMENT TO PARTICIPATE

Both Parties learn more about the Alternative Resolution process and, if they still want to proceed, provide written acknowledgment that they understand their rights and agree to move forward.

## FACILITATOR MEETSWITH COMPLAINANT

A trained facilitator meets with Complainant (and their advisor if they have one) to understand their desired outcomes.\*\*

## FACILITATOR MEETSWITH RESPONDENT

The same facilitator meets with the Respondent (and their advisor, if any) to discuss the Complainant's proposed terms and outcomes, identify any suggested changes, and determine which terms the Respondent agrees to or disputes.

## ADDITIONAL MEETINGS (If necessary)

The facilitator continues to meet separately with the Complainant and Respondent (and their advisors, if any) to work toward mutually agreeable outcomes.\*\*\*

**BOTH PARTIES AGREE ON OUTCOMES**

**Written agreement** that details the agreed-upon outcomes and sends a copy to each Party for their review and signature.

If both Parties sign the agreement, its terms become effective immediately.

The **Title IX & Inclusion Office** maintains a copy of the Agreement and monitors compliance. The matter is closed and cannot be pursued via the formal resolution process.

**BOTH PARTIES DO NOT AGREE ON OUTCOMES**  
(or either Party declines to participate further in the process)

**Alternative Resolution ends**, and the formal resolution process (investigation, potential hearing, and optional appeal) starts or resumes.

## COMMUNICATION & SUPPORT

The **Title IX & Inclusion Office** offers resources and supportive measures to both Parties throughout the Alternative Resolution Process.

Alternative Resolution is always optional – neither Party should feel any pressure to participate.

\* The University maintains discretion to determine whether a matter is appropriate for Alternative Resolution.

\*\* Complainant and Respondent never have to see or directly communicate with each other throughout this process.

\*\*\* At any point during the Alternative Resolution Process, either Party may decide to stop the Alternative Resolution Process and start or resume the formal resolution process.

# Procedural Comparisons

## Formal Investigations vs. Alternative Resolution Pt. 1

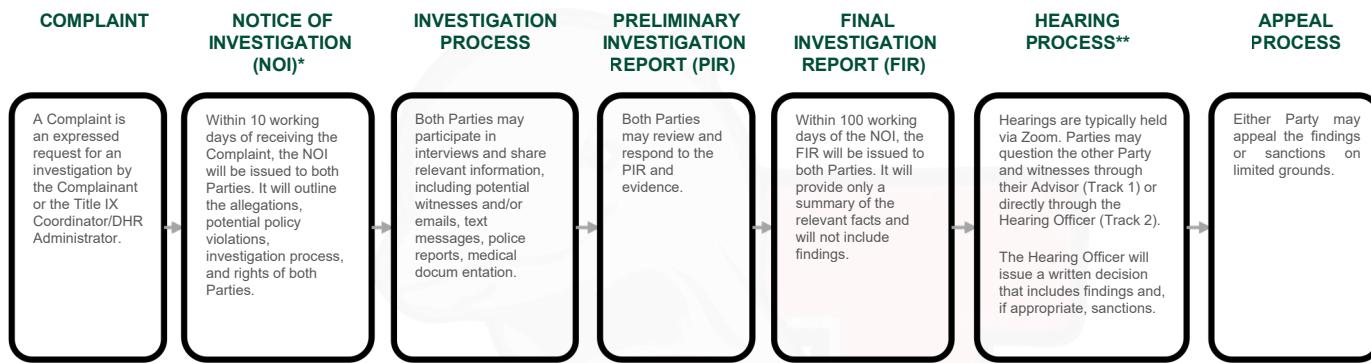
Right/Option	Formal Investigation & (if required) Hearing	Alternative Resolution
<b>How is the process initiated?</b>	The process begins when a Formal Complaint is filed and accepted by the Title IX/DHR Coordinator. The University investigates to determine if policy was violated.	The process is initiated only if "all parties and the University voluntarily agree in writing" to resolve the complaint without a formal investigation and/or hearing.
<b>Can I withdraw my complaint?</b>	A Complainant may ask to withdraw their complaint, but the University may still continue the investigation. Either party can choose not to participate at any time.	Either party may withdraw at any time before an agreement is signed. If either party withdraws, the case then moves to the Formal Investigation process.
<b>Who decides if there has been a policy violation?</b>	A neutral Hearing Officer makes the decision after a hearing. In non-hearing cases, the Investigator makes the determination.	No finding of responsibility is made. The process resolves the matter through a voluntary agreement.
<b>Can I bring someone to support me?</b>	Yes. Either party may bring an advisor to every meeting held with the University, the Investigator, or Title IX & Inclusion staff.	Yes. Either party may bring an advisor to any Alternative Resolution meetings.
<b>What information do I get to receive?</b>	Parties receive a preliminary investigation report and access to all evidence. Each may respond before the report is finalized.	Parties receive only the information necessary to participate in and agree to the resolution. No evidence review or findings occur.

# Procedural Comparisons

## Formal Investigations vs. Alternative Resolution Pt. 2

Right/Option	Formal Investigation & (if required) Hearing	Alternative Resolution
<b>When should the process be concluded?</b>	The investigation report should be completed within 100 working days of the Notice of Investigation; the hearing decision should be completed within 15 working days after hearing concludes.	Resolution should be reached within 60 working days of both parties' written consent to participate in Alternative Resolution.
<b>Who determines what the outcome or sanctions should be?</b>	The Hearing Officer (or Investigator in non-hearing cases) imposes sanctions and remedies.	Parties contribute to a written agreement. Terms are enforceable through the Title IX & Inclusion office and/or Student Conduct.
<b>Can I appeal the decision?</b>	Yes, parties may appeal the written outcome on specific grounds provided in the policy.	No, because the resolution is voluntary and does not include a determination or sanction to appeal.
<b>What happens if the sanctions are not completed and who enforces them?</b>	If sanctions are not completed, the University enforces them through its disciplinary processes to ensure compliance.	Agreed-upon terms are monitored and enforced by the University, and failure to comply may become a Student Conduct disciplinary procedure.
<b>When am I able to get supportive measures?</b>	Supportive measures are available "before, during, and after the resolution of a complaint," regardless of whether an investigation proceeds.	Supportive measures are also available at any stage, independent of the resolution process, to ensure safety and equal access.
<b>How is all of the information stored afterwards?</b>	Records of the complaint, investigation, outcome, and sanctions are maintained by the University in accordance with CSU record-retention requirements.	Documentation of the agreement and completion of terms is retained by the University under the same record-keeping obligations as a Formal Investigation.

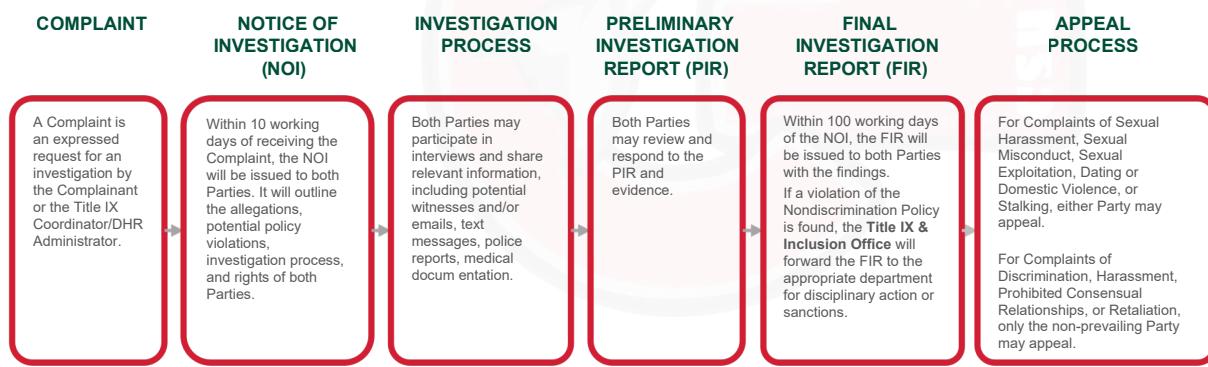
## HEARING PROCESS



\*The Title IX & Inclusion Office does not investigate formal complaints unless the allegations meet required criteria.

\*\*A hearing will be provided when: (1) The investigation is conducted under Track 1 - Federal Mandated Hearing Process or (2) when the complaint is against a student and involves allegations of Sexual Harassment, Sexual Misconduct, Dating Violence, Domestic Violence, Sexual Exploitation, or Stalking (also known as Track 2).

## NON-HEARING PROCESS



## COMMUNICATION & SUPPORT

The Title IX & Inclusion Office provides a variety of Supportive Measures to both Parties and monthly status updates throughout the process. Additionally, Parties may have an Advisor of their choice and request disability-related accommodations, if applicable. See the Nondiscrimination Policy for details.

## What is a Hearing?

A Hearing is a formal process that takes place after a Track 1 or Track 2 investigation when a Respondent is accused of violating the CSU Interim Nondiscrimination Policy. During the hearing, a neutral Hearing Officer reviews the evidence, hears from the parties and witnesses, and determines whether the policy was violated. Both parties have an equal opportunity to present information, question the evidence, and be accompanied by an advisor. The Hearing Officer issues a written decision, which may include findings and, if applicable, sanctions or remedies.

For more information on Hearings in Track 1 & 2 Investigations, visit our webpage here: <https://www.csuci.edu/titleix/process/hearings.htm>

For more information about Appeals, visit:

[Student Respondent Procedures, Addendum B](#)

[Employee and Third-Party Respondent Procedures, Addendum A](#)

## Questions?

805-437-2077



titleix@csuci.edu

In accordance with [Interim CSU Nondiscrimination Policy \(03/04/2025\)](#)

# LINKS TO POLICIES & PROCEDURES



TITLE IX &  
INCLUSION  
C H A N N E L  
I S L A N D S

QR Code:



Policy/Procedure:

Interim CSU Nondiscrimination Policy



Track 1 Investigation  
(Federal Mandated Hearing)



Track 2 Investigation (Hearing)  
Student Respondent



Track 3 Non-Hearing  
Investigation Procedures  
Student Respondent



Track 3 Non-Hearing  
Investigation Procedures  
Employee/Third Party Respondent

# WITNESS ROLE & PARTICIPATION



TITLE IX &  
INCLUSION  
CHANNEL  
ISLANDS

	STUDENT WITNESSES	EMPLOYEE WITNESSES
<b>Duty to Appear/ Cooperate:</b>	<ul style="list-style-type: none"> <li>Campus will direct student witnesses to attend the hearing or interview.</li> <li>Failure to comply may lead to Student Conduct discipline, depending on specific circumstances of the case.</li> </ul>	<ul style="list-style-type: none"> <li>Campus will direct employee witnesses to attend the hearing or interview.</li> <li>Failure to comply may result in discipline under the relevant collective-bargaining agreement or campus policy.</li> </ul>
	<ul style="list-style-type: none"> <li>All non-party students &amp; employees must cooperate with investigation/hearing, attend meetings when noticed, and give truthful information (Good-Faith &amp; Honesty requirement).</li> </ul>	
<b>Privacy and Confidentiality</b>	<ul style="list-style-type: none"> <li>All witness statements will be shared with the Complainant and Respondent throughout the investigation process.</li> </ul>	
<b>How a Witness is Identified for investigation:</b>	<ul style="list-style-type: none"> <li>Named by either party to the investigator, and in pre-hearing witness list (due 15 Working Days before hearing).</li> <li>May be called by Hearing Officer to answer questions about the allegations.</li> </ul>	
<b>Questioning at a Live Hearing:</b>	<ul style="list-style-type: none"> <li><b>Track 1:</b> Hearing Advisors ask all questions. The Hearing Officer decides, in real time, whether each question is relevant and not impermissible (e.g., no questions about a complainant's sexual history unless one of the Title IX exceptions applies).</li> <li><b>Track 2:</b> Hearing Officer asks all questions. Parties may submit proposed questions; Hearing Officer decides relevance. <ul style="list-style-type: none"> <li>Witness may be asked follow-up questions.</li> <li>Formal rules of evidence don't apply, but repetitive/harassing/irrelevant questions excluded.</li> <li>Witnesses who refuse to answer relevant questions may have their prior statements given less (or no) weight.</li> </ul> </li> </ul>	
<b>Scheduling &amp; Logistics:</b>	<ul style="list-style-type: none"> <li>Hearing Coordinator arranges reasonable class-release or other academic accommodation so the Student can participate.</li> <li>Student may request private on-campus space / technology for remote participation (request <math>\geq</math> 15 Working Days before Hearing).</li> </ul>	<ul style="list-style-type: none"> <li>Hearing Coordinator works with HR/Faculty Affairs to excuse Employee from work duties as needed.</li> <li>Employee may request private on-campus space / technology for remote participation (request <math>\geq</math> 15 Working Days before Hearing).</li> </ul>
<b>Support Available to Witnesses:</b>	<ul style="list-style-type: none"> <li>May consult confidential campus resources (counseling center, victim advocate, etc.).</li> <li>May request academic flexibility if participation causes class conflict.</li> <li>May request supportive measures (e.g., no-contact directive) if experiencing negative impact.</li> </ul>	<ul style="list-style-type: none"> <li>Employee Assistance Program, counseling, or other HR-facilitated resources.</li> <li>May request work-schedule adjustment if necessary.</li> <li>May request supportive measures (e.g., work-location change).</li> </ul>
<b>Retaliation Protection:</b>	Retaliation for participating as a witness is expressly prohibited; violations are subject to Student Conduct discipline, or may lead to staff/faculty discipline, as appropriate.	
<b>Good-Faith Expectation/ False Statements:</b>	<ul style="list-style-type: none"> <li>Providing deliberately false or misleading information is itself a Student Conduct violation.</li> </ul>	<ul style="list-style-type: none"> <li>Providing deliberately false or misleading information may itself trigger Employee discipline through Faculty Affairs, HR, or the otherwise appropriate office.</li> </ul>

# Your Right to an Advisor

**The Complainant and Respondent may choose to be accompanied by one Advisor of their choice, who may be, but is not required to be, an attorney or a union representative during meetings or any stage of the Complaint process.**

**The Advisor may be a friend, family member, faculty or staff member, attorney, or any other person chosen by the Party. The Advisor's role is to provide emotional, logistical, or procedural support. Advisors are not permitted to speak on behalf of the Party or interfere with the process. However, they may offer guidance and reassurance during what can be a difficult and unfamiliar experience.**

## Right to an Advisor

- The University will not limit the choice or presence of the Advisor for the Complainant or Respondent in any meeting or proceeding. However, the unavailability of a specific Advisor will not unreasonably delay scheduling.
- A Party's Advisor may not answer questions regarding the subject matter of the investigation for the Complainant or the Respondent. However, the Advisor may observe and consult with the Complainant or Respondent.
- The Parties also have the right to consult with an attorney, at their own expense, or a union representative at any stage of the process if they wish to do so.

## What do I do once I have identified an Advisor?

- To ensure compliance with the Family Educational Rights and Privacy Act (FERPA), any Student who wishes to have an Advisor present during meetings and/or included on emails must sign a FERPA Release of Information.
- A signed FERPA Release is valid for one year, is revocable at any time, and must be on file before the Advisor may attend any meeting or receive protected information.
- This release authorizes university staff to share limited case-related information with the Advisor for the duration of the process. The release does not authorize the Advisor to make decisions or act on behalf of the party.

## Tips for Completing Required Agreements:

### FERPA Release of Information

- The Student should read the entire document carefully before signing.
- Be sure to check each box before signing, and indicate the information you would like to be shared with your Advisor.
- Provide up-to-date contact information for the Advisor, so that our office can include them (as requested) on meeting invitations, emails, etc.
- For any questions related to the content of the FERPA Release of Information Form, reach out to the Title IX and Inclusion office. Our contact information is listed below.

## Questions?



805-437-2077



titleix@csuci.edu

# FAMILY EDUCATIONAL RIGHTS & PRIVACY ACT OF 1974 (FERPA) RELEASE OF INFORMATION

## Right to an Advisor

The Complainant and Respondent may choose to be accompanied by one Advisor of their choice, who may be, but is not required to be, an attorney or a union representative during meetings or any stage of the Complaint process.

1. The University will not limit the choice or presence of the Advisor for the Complainant or Respondent in any meeting or proceeding. However, the unavailability of a specific Advisor will not unreasonably delay scheduling.
2. A Party's Advisor may not answer questions regarding the subject matter of the investigation for the Complainant or the Respondent. However, the Advisor may observe and consult with the Complainant or Respondent.
3. The Parties also have the right to consult with an attorney, at their own expense, or a union representative at any stage of the process if they wish to do so.

I, \_\_\_\_\_, have read and understand the following:

(Involved Party's name)

- I hereby waive my privacy rights (pursuant to the Family Educational Rights and Privacy Act of 1974), and authorize the release and/or exchange of information and/or documents relative to the investigation that is pending with Title IX & Inclusion; the terms of this waiver are as follows:

◦ **Advisor's First and Last Name:** \_\_\_\_\_

◦ **Advisor's Email:** \_\_\_\_\_

◦ **Advisor's Phone Number:** \_\_\_\_\_

◦ **Scope of Information to be Shared with Advisor:**

- Copy on all e-mails with the Involved Party stated above
- Copy only on e-mails containing Notices and Updates
- Attend in-person & virtual meetings with the Involved Party
- Other, please specify the information to be shared: \_\_\_\_\_

- I understand that this authorization is valid for one year from the date executed or until I revoke this authorization.
- I understand that I have the right to revoke this authorization at any time and that I must do so via email. My signature below indicates that I have read and agree to all information on the role of an advisor.

**Involved Party's Full Name:** \_\_\_\_\_

**CSUCI Email:** \_\_\_\_\_

**Preferred Phone:** (\_\_\_\_\_) \_\_\_\_\_ - \_\_\_\_\_ **Text reminders about meetings ok?**  Yes  No

---

Involved Party's Signature

Date

# SUPPORT PERSON DISCLOSURE AND ACKNOWLEDGEMENT FORM – HEARING

## Right to a Support Person

A Support Person means a person who provides emotional support to a Party and may accompany the Party to a Hearing as described in the [CSU Nondiscrimination Policy – Student Respondent Procedures](#).

The Parties may each be accompanied at the hearing by one Advisor and one Support Person. An Advisor and Support Person may observe and consult with the Parties. However, during the hearing, the Advisor and Support Person will not make the opening statement or speak regarding the substance or the process of the hearing. Parties may make a request to the Hearing Officer for a break to speak with their Advisor or Support Person.

The Support Person's function is strictly limited to emotional support of the Party. During all meetings with the Title IX and Inclusion Office, the Support Person may not, under any circumstances, speak on the Party's behalf, respond to questions directed to the party, pose questions on the Party's behalf, or otherwise advocate, argue, or attempt to influence the proceedings. Violation of these terms may result in the Support Person's removal and, if warranted, replacement.

I, \_\_\_\_\_, have read and understand the following:  
(Involved Party's name)

- I hereby waive my privacy rights and authorize the release and/or exchange of information and/or documents relative to the investigation that is pending with Title IX & Inclusion; the terms of this waiver are as follows:

◦ **Support Person's First and Last Name:** \_\_\_\_\_

◦ **Support Person's Email:** \_\_\_\_\_

◦ **Support Person's Phone Number:** \_\_\_\_\_

◦ **Scope of Information to be Shared with Support Person:**

- Copy on all Hearing e-mails with the Involved Party stated above
- Copy only on e-mails containing updates and timelines
- Attend in-person & virtual meetings with the Involved Party
- Other, please specify the information to be shared: \_\_\_\_\_

- I understand that this authorization is valid for one year from the date executed or until I revoke this authorization.
- I understand that I have the right to revoke this authorization at any time and that I must do so via email. My signature below indicates that I have read and agree to all information on the role of an advisor.

**Involved Party's Full Name:** \_\_\_\_\_

**CSUCI Email:** \_\_\_\_\_

**Preferred Phone:** (\_\_\_\_\_) \_\_\_\_\_ - \_\_\_\_\_ Text reminders about meetings ok?  Yes  No

\_\_\_\_\_  
Involved Party's Signature

\_\_\_\_\_  
Date