

To: Students and Employees:  
From : CSUCI News (on behalf of Title IX)  
Date: Sept. 4, 2024  
Subject: Notice of Nondiscrimination Policy updates

Dear Students:

Welcome back! As we begin this new academic year, it is important that we share policies and procedures that ensure CSUCI remains committed to maintaining an inclusive community that values diversity and fosters tolerance and mutual respect.

New federal guidance from the Office of Civil Rights as well as relevant California laws required the CSU to update its systemwide [Non-Discrimination Policy](#). The interim policy was implemented on Aug. 1, 2024 and can be reviewed online at: <https://calstate.policystat.com/>.

Under the updated policy, the 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 a CSUCI student, you have important rights and responsibilities under the Nondiscrimination Policy. You may [review these rights and procedures](#) online.

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](#).

If you have any questions regarding the implementation of the CSU Nondiscrimination Policy at CSUCI, the procedures for handling complaints made pursuant to the policy, or 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 [make a report](#).

The following people have been designated to handle inquiries and address reports or complaints regarding the University's nondiscrimination policies which can be accessed via the [Title IX](#) website.

Erica Moorer Taylor  
Executive Director for Title IX & Inclusion, Title IX Coordinator, DHR Administrator  
Phone: 805-437-2077  
Office: Lindero Hall  
Email: [erica.taylor@csuci.edu](mailto:erica.taylor@csuci.edu)

Questions may also be addressed to:

Office for Civil Rights  
U.S. Department of Education  
50 United Nations Plaza  
Mailbox 1200; Room 1545  
San Francisco, CA 94102  
Phone: 415-486-5555  
Fax: 415-486-5570  
TDD: 800-877-8339  
Email: [ocr.sanfrancisco@ed.gov](mailto:ocr.sanfrancisco@ed.gov)

*All individuals have the right to participate fully in CSU programs and activities free from discrimination, harassment, or retaliation on the basis of any protected category or status.*

---

Dear Campus Community:

As we begin this new academic year, it is important that we share policies and procedures that ensure CSUCI remains committed to maintaining an inclusive community that values diversity and fosters tolerance and mutual respect.

New federal guidance from the Office of Civil Rights as well as relevant California laws required the CSU to update its systemwide [Non-Discrimination Policy](#). The interim policy was implemented on Aug. 1, 2024 and can be reviewed online at: <https://calstate.policystat.com/>.

Under the updated policy, the 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:

- I. 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 a CSUCI employee or third-party guest or vendor, you have important rights and responsibilities under the Nondiscrimination Policy. You may [review these rights and procedures](#) online.

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](#).

If you have any questions regarding the implementation of the CSU Nondiscrimination Policy at CSUCI, the procedures for handling complaints made pursuant to the policy, or 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 [make a report](#).

The following people have been designated to handle inquiries and address reports or complaints regarding the University's nondiscrimination policies which can be accessed via the [Title IX](#) website.

Erica Moorer Taylor  
Executive Director for Title IX & Inclusion, Title IX Coordinator, DHR Administrator  
Phone: 805-437-2077  
Office: Lindero Hall  
Email: [erica.taylor@csuci.edu](mailto:erica.taylor@csuci.edu)

Questions may also be addressed to:

Office for Civil Rights  
U.S. Department of Education  
50 United Nations Plaza  
Mailbox 1200; Room 1545  
San Francisco, CA 94102  
Phone: 415-486-5555  
Fax: 415-486-5570  
TDD: 800-877-8339  
Email: [ocr.sanfrancisco@ed.gov](mailto:ocr.sanfrancisco@ed.gov)

*All individuals have the right to participate fully in CSU programs and activities free from discrimination, harassment, or retaliation on the basis of any protected category or status.*