

What is Title IX?

Title IX of the Education Amendments of 1972 protects people from discrimination based on sex *regardless of gender identity or orientation* in education programs or activities which receive Federal financial assistance. Title IX also covers sexual harassment and sexual misconduct as forms of sex discrimination.

Sex Discrimination is Adverse Action taken against a student, staff, faculty or third party by the CSU, a CSU employee, student or third party because of that person's sex.

Adverse Actions have a substantial and material effect on the ability to participate in a University program or activity. Minor or trivial actions not reasonably likely to do more than anger or upset do not constitute an Adverse Action.

What is Sexual Harassment?

Sexual Harassment is unwelcome verbal, nonverbal or sexual conduct that includes, but is not limited to sexual advances, requests for sexual favors, and any other conduct of a sexual nature.

Sexual Harassment also includes acts of verbal, non-verbal or physical aggression, intimidation or hostility based on gender or sex-stereotyping, even if those acts do not involve conduct of a sexual nature.

What is Sexual Misconduct?

All sexual activity between members of the SF State community must be based on Affirmative Consent. Engaging in any sexual activity without first obtaining Affirmative Consent to the specific activity is **Sexual Misconduct**.

If a Student, Staff, Faculty or Third Party Discloses a Sexual Discrimination, Harassment or Assault Experience...

- Inform the individual that you have an obligation to report the incident to the Title IX Coordinator or designee, but that they will have options as to how the issue is addressed.
- Should the individual want to make a confidential disclosure, direct them to confidential resources located on the back of this brochure.
- Respond with support; affirm the individual's courage for speaking up.
- Listen without judgment; resist common myths and misconceptions that unfairly blame victims for their victimization.
- Take the report seriously. Reports should never be taken lightly or chalked up to a "misunderstanding" or "morning regrets." Remember that while false reports do occur, their incidence is rare.
- Reiterate that the conduct was not the victim's fault.
- Provide referrals to the programs/services listed at title.ix.sfsu.edu/resources.
- Do not pressure the individual to take a particular course of action. Instead, explore pros/cons of each choice with them, then provide support for the individual's choices.

CSU Policies and Procedures

- CSU Executive Order 1095
<http://www.calstate.edu/eo/EO-1095-rev-6-23-15.html>
- CSU Executive Order 1096/1097
<https://www.calstate.edu/eo/EO-1096-rev-10-5-16.html>
<https://www.calstate.edu/eo/EO-1097-rev-10-5-16.html>

Reporting Responsibilities

All University employees*, regardless of their classification, have an obligation to make a report to the Title IX Coordinator if notified about discrimination, harassment, or retaliation. If unsure about your obligations, please consult with the Title IX Coordinator or designee.

Reports can be made by bypassing the normal reporting structure, and filling out the [Title IX/DHR Incident Reporting Form](http://titleix.sfsu.edu) found at titleix.sfsu.edu.

A member of Equity Programs & Compliance will contact the Complainant to provide assistance, and information on available resources and options.

*Exceptions to this obligation are limited to employees whose positions include legal confidentiality protections such as medical and mental health providers, sexual assault counselors, domestic violence counselors, and in some cases, University Police.

Violations of CSU Executive Orders

Individuals who are determined to have violated the University's policies prohibiting discrimination, harassment, retaliation, or sexual misconduct may face disciplinary action/sanctions commensurate with the violation. Employees may face disciplinary action up to and including dismissal.

SF State's main concern is the safety of the campus community. A survivor's use of drugs or alcohol does not make her or him at fault for sexual violence, discrimination or harassment. Survivors who may have violated University policies regarding drug or alcohol use in connection with a sexual misconduct complaint shall not be subject to discipline, absent extreme circumstances, under the Student Conduct Code.

Who Should You Contact?

Title IX Coordinator and DHR Administrator

Luoluo Hong, PhD, MPH
Student Services Building, Room 403 (SSB 403)
(415) 338-2032
vpsaem@sfsu.edu

Senior Deputy Title IX Coordinators

Dr. Mary Ann Begley, Senior Deputy for Students
Student Services Building Room 403 (SSB 403)
(415) 338-2032
begley@sfsu.edu

Dr. Christina Sabee, Senior Deputy for Faculty, Staff
and Third Parties
Student Services Building Room 403 (SSB 403)
(415) 338-2032
csabee@sfsu.edu

Equity Programs & Compliance

Katon Dalton
Equity Programs & Compliance Manager
Student Services Building Room 403 (SSB 403)
(415) 338-2967
kdalton@sfsu.edu

Sara Lewis
Equity Programs & Compliance Assistant Manager
Student Services Building Room 403 (SSB 403)
(415) 338-6053
saral@sfsu.edu

Who Should You Contact? (cont.)

University Police Department
911 (Emergency)
415.338.7200 (Non-Emergency)
www.sfsu.edu/~upd/

US Department of Education, Office for Civil Rights
(800) 421-3481
ocr@ed.gov
www.2.ed.gov/about/offices/list/ocr/complaintintro.html

Counseling & Psychological Services Center
Student Services Building, Room 208 (SSB 208)
415.338.2208
psyservs.sfsu.edu

Employee Assistance Program
Hr.sfsu.edu/benefits/eap
1-800-367-7474 for a professional LifeMatters
counselor to listen to your concerns 24/7 and offer
services including counseling; work/life resources and
referrals; and legal consulting.

The SAFE Place
Laurene Dominguez
Student Services Building, Room 208 (SSB 208)
415.338.2208
www.sfsu.edu/~safe_plc/

Student Health Services
Between Student Services, Ethnic Studies, and Burk
Hall
415.338.1251
health.sfsu.edu

SF State Title IX



**Brochure for Faculty, Staff &
Third Parties**

**Promoting Gender
Equality & Ensuring
Compliance**



SAN FRANCISCO
STATE UNIVERSITY

titleix.sfsu.edu