



San Francisco State University

As we begin a new semester, I write to thank you for the warm welcome to campus last fall and to share some important updates and information related to SF State's Title IX and Discrimination, Harassment and Retaliation (DHR) Programs, housed in the Equity Programs and Compliance office.

SF State has long been committed to strengthening its Title IX and DHR services. The CSU's systemwide review, conducted by Cozen O'Connor, provided us the space to accelerate these improvements. Since August 2023, SF State's Title IX Implementation Team, comprised of a dedicated group of students, faculty, staff and administrators, met regularly and worked in close collaboration with the Chancellor's Office's Civil Rights Programming and Services Unit to develop [SF State's Implementation Plan](#). The Implementation Plan outlines our university's overall commitment to and detailed strategy for improving our Title IX and DHR Programs while promoting a culture of care and mutual respect at the University.

We have made important progress in implementing the plan's recommendations. Here are some achievements:

- The addition of four staff members between [Equity Programs and Compliance](#) (Title IX and DHR Office) and [The SAFE Place](#) (confidential support services for survivors of sexual violence).
- The improvement of response times and prioritization of care and support throughout our communications.
- The increase in training, education, and prevention programming; including many in person engagements throughout Fall 2024.
- The streamlining and strengthening of internal protocols, including separating intake and investigative functions.

One key recommendation offered by Cozen O'Connor and the California State Auditor called for standardized data collection across the CSU to track Title IX and DHR reports and investigations. The CSU is now launching this data collection method and sharing data from all 23 campuses through an online dashboard. To that end, I am sharing [SF State's Title IX and DHR Annual Report Survey](#) developed in collaboration with the Chancellor's Office's Civil Rights Programming and Services unit. SF State's number of reports received in 2023-2024 signals our employees' understanding of mandatory reporting requirements and our campus community's trust in reporting concerns of Sexual Misconduct, Discrimination, Harassment, and Retaliation to SF State. The data also reveals the number of investigations launched as a result of these reports, another indication of the seriousness with which we approach this work. This is reflective of our campus's mission of advancing social justice and our shared sense of responsibility in ensuring our campus is inclusive for all.

However, SF State's Implementation Team's work is not done. In the Spring semester and beyond, [the Implementation Team](#) will continue to support our progress and evaluate how we can continue to improve our Title IX and DHR programs, coordinate more training, education, and prevention programming, and continue to expand SF State's resources and protocols for responding to other conduct of concern and conflict in staff, faculty, and student spaces.

As a reminder, the California State University does not discriminate on the basis of gender, which includes sex and gender identity or gender expression, or sexual orientation, in its education programs or activities. Title IX of the Education Amendments of 1972, and certain other federal and state laws, prohibit discrimination on the basis of gender or sexual orientation in employment, as well as in all education programs and activities operated by the University (both on and off campus), including admissions. The protection against discrimination on the basis of gender or sexual orientation includes sexual harassment, sexual misconduct, sexual exploitation, dating and domestic violence, and stalking.

The [Interim CSU Nondiscrimination Policy](#) outlines SF State's commitment to an inclusive and equitable community that values diversity and fosters mutual respect and defines what conduct is prohibited within university programs and activities.

If you are an employee with a duty to report, or if you experience prohibited conduct yourself, you may make a report of Discrimination, Harassment, Sexual Harassment, Sexual Misconduct, Sexual Exploitation, Dating Violence, Domestic Violence, Stalking, Prohibited Consensual Relationships, or Retaliation to the university in the following ways:

- Submit [an online Incident Report](#) (preferred)
- Email equityprograms@sfsu.edu
- Leave a voicemail at (415) 338-2032
- Make a report in person at Suite 403 in the Student Services Building

For more information about reporting and on and off campus resources please visit the [Equity Programs and Compliance Website](#) or email equityprograms@sfsu.edu.

I look forward to our continued work together and want to thank all the members of the Implementation Team for their hard work and support.

Sincerely,

A handwritten signature in black ink that reads "Anna Titus". The script is cursive and fluid, with the first name "Anna" and last name "Titus" clearly distinguishable.

Anna Titus

Assistant Vice President for Title IX and DHR