



CHSU Student Title IX and Unlawful Harassment/Discrimination Training FAQs Fall 2019

1. What types of harassment or discrimination are prohibited by law and CHSU policy?

CHSU's Policy and Procedures for Claims of Unlawful Discrimination, Harassment & Title IX Misconduct ("Policy") prohibit all forms of illegal harassment and discrimination under California and federal law.

The Policy specifically prohibits the following: Any form of harassment or discrimination on the basis of race; color, national origin (including possessing a driver's license issued under Vehicle Code § 12801.9), or ancestry; gender/sex, gender identity, transgender status, sex stereotyping or gender expression; age; physical or mental disability, perceived disability or perceived potential disability; pregnancy or perceived pregnancy, childbirth, breastfeeding or medical conditions related to pregnancy, childbirth or breastfeeding; religion (including religious dress and grooming practices) or creed; marital status; registered domestic partner status; medical condition (including HIV and AIDS); citizenship; military and veteran status; sexual orientation; genetic characteristics; genetic information (including information from the employee's genetic tests, family members' genetic tests, and the manifestation of a disease or disorder in the employee's family member); political affiliation; as well as any other classifications protected by federal, state, or local laws and ordinances is a violation of this policy and will be treated as a disciplinary matter. This policy also prohibits harassment or discrimination based on the perception that a person has any of these characteristics or is associated with a person who has, or is perceived to have, any of these characteristics.

A copy of the Policy is available on CHSU's website and a copy is also attached here.

2. What conduct is prohibited by Title IX?

Title IX prohibits discrimination and harassment on the basis of gender or sex. Title IX prohibited conduct includes sexual harassment, sexual violence (such as rape, sexual assault, or other forced intimate contact), relationship violence (such as dating or domestic violence) and stalking. Title IX protects students who experience such conduct from another student, a CHSU employee, or third parties affiliated with CHSU, such as a rotation preceptor.



3. What is sexual harassment?

Harassment is unwelcome verbal, visual or physical conduct creating an intimidating, offensive, or hostile work or educational environment that interferes with a person's work or educational performance or creates an environment such that a reasonable person would find the conduct intimidating, hostile or offensive. Some examples of harassment based on sex or gender include: obscene or vulgar gestures, posters, or comments; sexual jokes or comments about a person's body, sexual prowess, or sexual deficiencies; propositions, or suggestive or insulting comments of a sexual nature; derogatory cartoons, posters, and drawings; sexually-explicit e-mails or voicemails; uninvited touching of a sexual nature; or unwelcome sexually-related comments.

4. What are a University's obligations when it has notice of a Title IX related incident or other form of harassment or discrimination taking place?

If the University knows or in the exercise of reasonable care should know about a student being subject to unlawful sexual or other harassment or discrimination, the University will take immediate and appropriate steps to investigate or otherwise determine what occurred. While the matter will be kept as confidential as possible, the University may be required to disclose information required by law or University policy, including investigating the matter.

If an investigation reveals that illegal harassment, discrimination or sexual violence occurred, the University must then take prompt and effective steps reasonably calculated to end the harassment or discrimination, sexual violence, prevent its recurrence and, as appropriate, remedy its effects on the victim and University community.

5. Who is California Health Sciences University's Title IX Coordinator?

Carlita Romero-Begley, PHR, SHRM-CP
Title IX, Equity, and Diversity Coordinator and Director of Human Resources
120 N. Clovis Avenue, Clovis, CA 93612
(559) 282-8747

For Complaints of Title IX Prohibited Conduct (e.g., based on gender or sex) - TitleIX@chsu.edu.

For Complaints of Other Prohibited Harassment or Discrimination (e.g., based on race, disability, medical condition, national origin, etc.) – Concerns@chsu.edu.



6. What are the reporting obligations for CHSU’s staff (e.g., faculty, staff, administration, students employed with the University) if they know of an allegation of Title IX Prohibited Conduct or other potential harassment or discrimination of or by a CHSU student or employee?

Report the matter to the Title IX Office promptly – you are not required to initiate an investigation. If the student needs emergency assistance call 911. Following a report, the Title IX Office will send outreach and offer to meet with the Complainant to assist with immediate safety measures and other necessary and appropriate interim measures (e.g., academic accommodations, etc.). Send an email to TitleIX@chsu.edu with as much as the following information as was reported to you (noting you should not investigate):

- a. Name of the person who may have experienced Prohibited Sexual Conduct (Complainant)
- b. Name of the Responding Party (accused party) (if known)
- c. Date of the incident
- d. Date the information was shared with you
- e. Name of the person to whom the report was made
- f. Location of the incident
- g. Time of the incident
- h. Nature of the conduct (be as specific as possible regarding the allegations: e.g., Complainant indicated the Respondent made the following sexual comments towards him . . .)

7. What are the reporting obligations of students who know about an allegation of Title IX Prohibited Conduct or other forms of harassment or discrimination of or by a student or employee of CHSU?

CHSU’s Policy and Procedures for Claims of Unlawful Discrimination, Harassment & Title IX Misconduct prohibits all forms of illegal harassment and discrimination under California and federal law. Students are encouraged to report any potential violation of this policy to the Title IX Coordinator, who is responsible for overseeing the implementation of this policy. You can email complaints of Title IX Prohibited Misconduct to TitleIX@chsu.edu and complaints of other forms of illegal harassment and discrimination to Concerns@chsu.edu. When submitting your report, refer to question 6, above, for information on what to include in your email.

8. What if the Complainant requests confidentiality?

If a Complainant requests to remain confidential, the University will give serious consideration to that request. For complaints of sexual misconduct, generally the University will seek to honor the request of the Complainant not to proceed to a Title IX investigation and to remain confidential and will not proceed to a formal Title IX investigation. The Title IX Coordinator will consider a number of factors in deciding whether the request can be honored, including the age of the Complainant, whether there is evidence of a pattern of misconduct, the severity of the misconduct, and whether there is a safety risk to the Complainant or the CHSU community. Should the University, in weighing such factors, determine it must proceed, the University will explain its rationale to the Complainant and make sure



that the Complainant is offered a support person throughout the process. The Complainant will not be required to participate in the process as a prerequisite to the University proceeding.

9. Who can a student contact if they want to discuss a Title IX related concern or other potential unlawful harassment or discrimination in a confidential manner?

CHSU provides a mental health counselor for students wanting to discuss complaints of sexual harassment, sexual violence, relationship violence, stalking, gender discrimination or other forms of illegal harassment or discrimination. Mental health counselors by law have a special professional status and are not required to make a report of such conduct to the University. Contact your student affairs office for more information on how to obtain access to the University's mental health counselor.

Additionally, there are other resources in the Fresno/Clovis area where students may seek help without University involvement, as follows:

- a. **Rape Counseling Services of Fresno** – Rape crisis advocates serving Fresno County
(559) 222-7273
www.rcsfresno.org
- b. **Marjoree Mason Center** – Fresno County's provider of domestic violence shelter and support services
(559) 233-HELP (4357)
<https://mmcenter.org>
- c. **Fresno County Crime Victim Assistance Center**
(559) 600-CVAC (2822)
<https://www.co.fresno.ca.us/departments/probation/crime-victim-services>

10. What safety measures and accommodations are available to a student when they report a Title IX related incident?

The Title IX Coordinator will meet with students who make a Title IX report and discuss with them information about their options. Upon a report of a Title IX concern, the University will work with the Complainant to put interim measures in place to ensure a safe, hostile free environment for the student. Following an investigation and a determination that conduct prohibited by Title IX occurred, more permanent accommodations and safety measures may be implemented. Accommodations and safety measures (including interim measures) could include:

- a. Counseling services
- b. Academic accommodations
- c. Escort services
- d. No contact or stayaway letters
- e. Limitation on extracurricular activities
- f. Removal from University community
- g. Other appropriate actions as necessary



11. Who can a student contact to ask that one or more of these safety measures and/or accommodations are put in place?

A CHSU student may contact the Title IX Coordinator to request a safety measure or accommodation be put in place.

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12. What is the purpose of CHSU’s investigation process for complaints of Title IX Prohibited Conduct or other forms of unlawful harassment or discrimination?

The purpose of CHSU’s investigation process is to determine:

- a. Whether or not prohibited conduct has occurred;
- b. Whether there is an ongoing risk of harm from further prohibited conduct and, if so, what steps are necessary to prevent its recurrence;
- c. Whether accommodations for the Complainant need to be put in place to redress the effects of prohibited conduct;
- d. Whether accommodations or safety measures should be put in place to ensure the safety of the CHSU community;
- e. Whether the conduct warrants any discipline; and
- f. Whether any changes to policies, practices or training should be considered and implemented.