

Attachment G: CSU Systemwide Prevention, Education, and Awareness

The California State University (CSU) is committed to maintaining a safe living, learning, and working environment through systemwide policies and a variety of campus educational programs provided to Students and Employees. The CSU prohibits all forms of Sex-based Harassment, including Sexual Harassment, Dating Violence, Domestic Violence, Sexual Misconduct, Sexual Assault, Sexual Exploitation, Stalking, and Retaliation. The CSU provides programs to prevent, educate, and promote awareness of these topics, in accordance with the Nondiscrimination Policy.

Dating Violence, Domestic Violence, Sexual Assault, Sexual Exploitation, and Stalking are also crimes as defined by 34 C.F.R. § 668.46, and California law.

The purpose of this document is to ensure university campuses across the CSU are fully informed of best practices, policy, and legal requirements related to the prevention of Discrimination, Harassment, and Violence.¹

Prevention and Awareness - Introduction

The CSU provides comprehensive programming, initiatives, strategies, and campaigns intended to raise awareness and prevent Discrimination, Harassment, and Violence before they occur using a range of strategies with audiences throughout the CSU community. The CSU's prevention programs are ongoing, comprehensive, and include:

- A diverse range of programs, strategies, and delivery modalities.
- Community-wide and audience-specific programs and strategies.
- The promotion of behaviors that foster healthy relationships, encourage safe bystander intervention, and establish social norms that support health and safety.
- Increasing knowledge, awareness and understanding of topics of Discrimination, Harassment, Sexual Harassment, Dating Violence, Domestic Violence, Sexual Misconduct, Sexual Assault, Stalking, and Sexual Exploitation.
- Information and resources to prevent violence, reduce prevalence, and promote safety and a culture of respect.
- Skills-based development.
- Community education and engagement.
- Collaboration with key stakeholders to strengthen programs designed to support individuals and communities and to improve reporting and institutional response systems.

¹ For the purposes of this document the terms "Discrimination, Harassment, and Violence" refer to all forms of Discrimination and Harassment based on Protected Status, Sexual Harassment, Dating Violence, Domestic Violence, Sexual Misconduct, Sexual Assault, Stalking and Sexual Exploitation.

- Collaboration with key stakeholders to provide relevant training and professional development opportunities.

Best Practices for Maintaining Accessible Reporting Options

The CSU is committed to fostering an inclusive and equitable environment by encouraging all members of the university community to report incidents of Discrimination, Harassment, or Violence. Creating a variety of options for disclosing or reporting Discrimination, Harassment and Violence allows those who have experienced harm to choose the option that is best for them. To maintain accessible options for reporting, campuses should:

- Provide multiple reporting avenues. This may include in-person reporting, email, online reporting, by phone or hotline, and/or anonymous reporting. Web-based, online reporting forms must be reasonably accessible (e.g., within three clicks) and allow for completion on mobile devices.
- Provide for the secure submission of a report directly to the Title IX/DHR/Civil Rights Office.
- Ensure all reporting methods are accessible to persons with disabilities.
- Provide clear communication and visibility for reporting options through Student handbooks, Employee onboarding materials, regular outreach (i.e. emails, tabling, and social media), informational campaigns designed to educate the university community about reporting options, print materials, and campus signage with reporting information.
- Clearly publicize the name, title or position, and contact information for the Title IX Coordinator/DHR Administrator on the university website and in all informational materials.
- Clearly outline the reporting process and potential outcomes for each pathway.
- Provide victim/survivor advocate services that offer confidential reporting options and emotional support and guidance through the reporting process.
- Prioritize privacy and support services throughout the reporting process.
- Ensure timely response to reports.
- Periodically assess and update reporting procedures to align with best practices and evolving needs.
- Help Employees understand their reporting obligations through written, informational materials that:
 - Define the duty of Employees to timely report disclosures and knowledge of Discrimination, Harassment, or Violence to the Title IX Coordinator/DHR Administrator.
 - Explain Employee responsibilities upon receiving a report of Discrimination, Harassment, or Violence.
 - Identify by office and/or title all Employees who are confidential resources (i.e., Employees who do not have a duty to report to the Title IX Coordinator/DHR Administrator in accordance with state and federal law).

- Explain the responsibilities of confidential resources upon receiving a report of Discrimination, Harassment, and Violence. This includes keeping the report confidential, informing the reporting party that the disclosure does not constitute notice to the university, providing the reporting party with information on how to report to the Title IX Coordinator/DHR Administrator, and where appropriate, providing the university with non-identifying aggregated information indicating patterns of Discrimination, Harassment, and Violence, such as multiple reports of sexual assault in the same location.
- Explain exceptions to confidentiality, such as when the report involves suspected abuse or neglect of a minor, or imminent risk of harm to self or others.
- Include a direct link to the university Title IX/DHR/Civil Rights webpage that is reasonably accessible (e.g., within three clicks) from the university website homepage and the athletics homepage.
- Provide the name, title or position, and contact information for the Title IX Coordinator/DHR Administrator on the university's athletics homepage.

Best Practices for the Dissemination of Informational Materials

Clarity and transparency in the dissemination of information and resources is central to prevention, response, reporting, and support for those who have experienced Discrimination, Harassment, and Violence.

General Guidelines

- All informational materials should include the contact information for the Title IX/DHR/Civil Rights Office.
- All materials should include information on how to report incidents of Discrimination, Harassment, and Violence.
- Informational materials should be disseminated to Students and Employees on a regular basis each semester, during Student and Employee orientations and trainings, and other appropriate university postings or distributions. This may include paper or electronic distribution methods at in-person events, through campus-wide email communications, social media, on-campus announcements or postings, or other communication channels.

Notice of Nondiscrimination

- University campuses must maintain their Notice of Nondiscrimination, including a statement that the university does not discriminate or tolerate discrimination on the basis of sex in its education programs and activities.
- The Notice of Nondiscrimination will identify the Title IX Coordinator/DHR Administrator's name, title or position, office address, email address, and telephone number.
- The university must publish the Notice of Nondiscrimination in all Student and Employee handbooks, athletics handbooks, housing handbooks and manuals, and course catalogs.

- The Notice of Nondiscrimination will be included on the university Title IX/DHR webpage and the athletics website.

CSU's Nondiscrimination Policy

Universities should develop and distribute streamlined informational materials that explain key aspects of their processes related to CSU's Nondiscrimination Policy. These Informational Materials should cover such topics as:

- What conduct constitutes Discrimination, Harassment and Retaliation, including Sexual Harassment;
- The differences between a Complainant, Respondent, and Witness;
- Student and Employee complaint and resolution procedures;
- What to expect during the complaint process, including timeframes;
- Supportive measures and remedies;
- Informal resolution options; and
- The relationship between the Title IX/DHR/Civil Rights Office and the Campus Safety or University Police Department.

All informational materials should include the contact information for the Title IX/DHR/Civil Rights Office.

Informational materials should be disseminated to Students and Employees on a regular basis each semester, during Student and Employee orientations and trainings, and other appropriate university postings or distributions. This may include paper or electronic distribution methods at in-person events, through campus-wide email communications, social media, on-campus announcements or postings, or other communication channels.

Prevention Education & Awareness Training – Students

Each university must include primary prevention and awareness training for Students as follows:

1. Within 30-days of the start of the semester for all **new** Students.²
2. Refresher programs at least annually for all Students.
3. An additional training, twice a year for all Students who serve as advisors in residence halls. This training shall generally occur once during the Fall semester and once during the Spring semester. The training should be specific to the role of a resident hall advisor.
4. An additional training annually for all Student members of fraternities and sororities. This training should be customized for fraternity and sorority members.
5. An additional training annually for all Student athletes.

² This includes incoming transfer, graduate, online, and extended education Students. The programs should occur no later than the first few weeks of the semester.

Each university must assess which recognized Student organizations participate in activities that may place Students at risk and ensure that they receive at least one additional supplemental training per year, designed to focus on the unique factors associated with the group's programs or activities. Examples of activities that may place Students at risk may include:

- Traveling on overnight trips
- Hosting events where alcohol is served
- Activities where physical touch is involved (sports clubs, dance clubs, theater organizations, etc.)

This training should include periodic live trainings (in-person or synchronous) for Student organizations, groups, and other community members who have been determined to benefit from such training (i.e. international students, students in ROTC, etc.).

Ongoing prevention and awareness campaigns for **all** Students will also be conducted. All prevention education, training, and awareness programs must be consistent with the applicable CSU policy and state and federal regulations.

To ensure that all Students receive the necessary information and training enumerated above on Discrimination, Harassment, and Violence, universities must track and monitor Student training completion rates. Universities should consider appropriate incentives for Students who timely complete the training and impose consequences, such as registration holds, on Students who fail to participate in and complete such mandatory training. Likewise, consequences should be imposed on Student groups that have been selected for customized training and whose members do not complete the training. Student training completion rates will be assessed by the Chancellor's Office during its regular Civil Rights Compliance Program Review process.

Prevention Education & Awareness Training – Employees

Each university must include primary prevention and awareness training for Employees, as follows:

1. Within three months of their initial hiring for all **new** Employees.
2. Annually for all Employees consistent with their role in reporting and responding to incidents.
3. An additional training annually for all athletic coaches and staff.
4. An additional training, twice a year for all Employees who supervise advisors in residence halls or who otherwise have responsibilities for responding to incidents that occur in on-campus housing. This training shall generally occur once during the Fall semester and once during the Spring semester.

Each university must assess data involving Employees, programs, and departments for the purpose of identifying any systemic or other patterns of behavior involving Discrimination, Harassment, and Violence. Where such patterns exist, the university must ensure that Employees receive any additional training, education, and/or corrective measures as deemed appropriate by the Title IX Coordinator/DHR Administrator. This should include periodic live trainings (in-person or synchronous) for Employee organizations, groups, and other audiences who have been determined to benefit from such training.

Training for Employees will include, but not be limited to:

1. What constitutes Discrimination, Harassment, Retaliation, Sexual Misconduct, Sexual Assault, Dating Violence, Domestic Violence, Sexual Exploitation and Stalking under the Nondiscrimination Policy and applicable state and federal laws.
2. The rights and responsibilities of each Employee relating to Discrimination, Harassment, Retaliation, Sexual Misconduct, Sexual Assault, Dating Violence, Domestic Violence, Sexual Exploitation and Stalking including the duty to report and exceptions.
3. The prohibition against Retaliation against individuals who report Discrimination, Harassment, Retaliation, Sexual Misconduct, Dating Violence, Domestic Violence, Sexual Exploitation and Stalking.
4. The procedures provided under the Nondiscrimination Policy for filing, investigating and resolving a complaint.
5. The option and method for filing complaints with external government agencies such as the Office of Civil Rights (OCR), the California Civil Rights Department (CRD) and the Equal Employment Opportunity Commission (EEOC).
5. Under Cal. Govt. Code § 12950.1, each campus will provide supervisory Employees at least two hours of interactive sexual harassment training within six months of the Employee's assignment to a supervisory position and every two years thereafter. Each campus shall maintain documentation of the delivery and completion of these trainings. For detailed guidance regarding the definition of "supervisor" and the implementation of this training, campuses shall consult Coded Memoranda HR 2005-35 and other applicable policies.

Ongoing prevention and awareness campaigns for **all** Employees will also be conducted. All prevention education, training, and awareness programs must be consistent with the applicable CSU policy and state and federal regulations.

To ensure that all Employees receive the necessary information and training enumerated above on Discrimination, Harassment, and Violence, universities must track and monitor Employee training completion rates. Universities should follow the procedures in the applicable collective bargaining agreements for Employees who fail to participate in and complete such mandatory training. Employee training completion rates will be assessed by the Chancellor's Office during its regular Civil Rights Compliance Program Review process.

Prevention Education & Awareness – Programming

The CSU provides primary prevention programs to all incoming Students and new Employees. The CSU also provides ongoing prevention programs to all Students and Employees during their time at the institution. To comply with CSU Policy and 34 C.F.R. § 668.46., university-specific programs to prevent Dating Violence, Domestic Violence, Sexual Misconduct, Sexual Assault, Sexual Exploitation, and Stalking will include:

1. A statement that the CSU prohibits Dating Violence, Domestic Violence, Sexual Misconduct, Sexual Assault, Sexual Exploitation, and Stalking as defined under the Nondiscrimination Policy and 34 C.F.R. § 668.46.
2. The definitions of “Dating Violence,” “Domestic Violence,” “Sexual Assault,” and “Stalking” in the applicable jurisdiction, California (California Penal Code) and the definitions under the Nondiscrimination Policy, including the definition of “Sexual Exploitation”.
3. The definition of “Consent,” in reference to sexual activity, in the applicable jurisdiction, California (California Penal Code), and the definition of “Affirmative Consent” under the Nondiscrimination Policy.
4. Common facts and myths about the causes of Sexual Misconduct/Sexual Assault.
5. A description of safe and positive options for bystander intervention, as outlined below.
6. Information on risk reduction, outlined below.
7. Information regarding university, criminal, and civil consequences of engaging in acts of Sexual Misconduct, Sexual Assault, Sexual Exploitation, Dating Violence, Domestic Violence, and Stalking.
8. Information about reporting, adjudication, and disciplinary procedures as required by 34 C.F.R. § 668.46 and as described in the applicable procedures under the Nondiscrimination Policy.

Information About Campus Reporting, Adjudication, and Discipline Procedures

University training programs will reference the procedures outlined in the Nondiscrimination Policy that govern if an incident of Discrimination, Harassment, or Violence occurred. Training programs will also reference information about preserving evidence, reporting to the appropriate authorities, confidentiality options, available protective and supportive measures.

Each university must apply the applicable CSU policy and procedures when responding to all reports of Discrimination, Harassment or Violence and provide clear, consistent and equitable procedures, prompt and equitable resolution of complaints, and prohibit retaliation. Each university shall establish processes to provide a print and/or digital copy of the "Rights and Options for Victims" as

outlined in the Nondiscrimination Policy to any community member who reports experiencing such harm, regardless of whether the incident occurred on or off campus.

University training programs regarding the procedures for reporting and addressing reports of Discrimination, Harassment, or Violence will include the following:

- A statement explaining that the university's primary concern is the safety of members of the campus community.
- That the use of alcohol or drugs never makes the victim/survivor at fault for Discrimination, Harassment, or Violence.
- Students who experience or witness Discrimination, Harassment, or Violence should not be deterred from reporting incidents out of a concern that they might be disciplined for related violations of drug, alcohol, or other CSU policies.
- Students who experience or witness Discrimination, Harassment, or Violence shall not be subject to discipline for related violations of conduct policies at or near the time of the misconduct unless the violation is egregious (including actions that place the health or safety of any other person at risk or involves plagiarism, cheating, or academic dishonesty).
- A statement that the Nondiscrimination Policy prohibits Retaliation.³
- What someone should do if they have experienced or witnessed Discrimination, Harassment or Violence.
- Individuals to whom incidents may be reported along with information regarding what degree of confidentiality may be maintained by those individuals.
- The availability of, and contact information for, university and community resources for victims/survivors.
- A description of campus and systemwide policies and disciplinary procedures available for addressing alleged policy violations and the consequences of violating these policies, including the fact that such proceedings shall:
 - Provide a prompt, fair, and impartial investigation, and resolution; and,
 - Be conducted by officials who receive annual training on issues related to Discrimination, Harassment, and Violence and how to conduct an investigation and hearing process that protects the safety of victims/survivors and promotes accountability.
- The fact that the Complainant and the Respondent will be afforded the same opportunities to have others present during a disciplinary proceeding, including the opportunity to be accompanied to any related meeting or proceeding by an Advisor of their choice.
- The fact that both the Complainant and the Respondent shall be simultaneously informed in writing of:
 - The outcome of any disciplinary proceedings that arises from an allegation of a Sex-based Harassment, including Sexual Harassment, Sexual Misconduct, Sexual Assault, Sexual Exploitation, Dating Violence, Domestic Violence, or Stalking.
 - The CSU's procedures for the Complainant or Respondent to appeal the results of the disciplinary proceeding.
 - Any change to the disciplinary results that occurs prior to the time such results become final.

³ Retaliation is defined in Article V of the Nondiscrimination Policy.

- When disciplinary results become final.
- Possible sanctions or remedies the university may impose following the final determination of a campus disciplinary procedure regarding Sex-based Harassment, including Sexual Harassment, Sexual Misconduct, Sexual Assault, Sexual Exploitation, Dating Violence, Domestic Violence, or Stalking.
- How the campus will protect the confidentiality of Complainants, including that publicly available records (e.g., campus Clery reports) are maintained without the inclusion of identifying information about the Complainant to the extent permissible by law.
- That all Students and Employees must receive written notification about existing counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, student financial aid, and other services available for victims/survivors, both on campus and in the community.
- That all Students and Employees who report being a victim/survivor of Sexual Misconduct, Sexual Assault, Sexual Exploitation, Dating Violence, Domestic Violence, or Stalking must receive written notification of available assistance in, and how to request changes to, academic, living, transportation, and working situations, if requested and if such accommodations are reasonably available, regardless of whether the victim/survivor chooses to report the incident to campus police or local law enforcement.
- Procedures victims/survivors are recommended to follow if Sexual Misconduct, Sexual Assault, Sexual Exploitation, Dating Violence, Domestic Violence, or Stalking has occurred, as well as the fact that the following written information must be provided to victims:
 - The importance of preserving evidence following an incident of Sexual Misconduct, Sexual Assault, Sexual Exploitation, Dating Violence, Domestic Violence, or Stalking, which may also be used to obtain a temporary restraining or other protective order.
 - The name and contact information of the campus Employee(s) to whom the alleged incident should be reported.
 - Reporting to law enforcement and campus authorities, including the option to: (a) notify law enforcement authorities, including on-campus and local police; (b) be assisted by campus authorities in notifying law enforcement authorities if the victim so chooses; and, (c) decline to notify such authorities.
 - Where applicable, the rights of victims/survivors and the campus' responsibilities regarding orders of protection, no contact directives, restraining orders, or similar lawful orders issued by a criminal, civil, or tribal court.

Risk Reduction

The CSU provides community members with information and strategies for risk reduction designed to decrease the perpetration of Discrimination, Harassment, and Violence, and to promote bystander intervention and healthy relationships, empower marginalized voices, and support victims/survivors. Information and strategies for risk reduction help promote safety and help individuals and communities address conditions that facilitate violence.

The CSU is committed to maintaining a safe campus for all members of the CSU community. Risk reduction strategies are focused on creating a culture of respect, reducing the risk for perpetration and for victimization. **It is important to emphasize that only those who are involved in the perpetration of sexual misconduct/sexual assault, dating violence, domestic violence, sexual**

exploitation, and/or stalking are responsible for those actions. With this in mind, an understanding of the following principles promotes a caring community and mitigate personal risk.

Sexual Misconduct/Sexual Assault

- Communication is key to healthy relationships and healthy sexual interactions. Obtain Affirmative Consent from your partner for all sexual activity.
 - Affirmative Consent means an **informed, affirmative, conscious, voluntary, and mutual agreement** to engage in sexual activity.
 - Engaging in any sexual activity without first obtaining Affirmative Consent to the specific activity constitutes Sexual Misconduct, whether the conduct violates any civil or criminal law.
 - Affirmative Consent, once given, can be withdrawn, or revoked at any time.
 - Affirmative Consent to sexual activity in the past does not mean consent in future – there must be voluntary consent for all sexual activity.
 - Lack of protest, resistance, or mere silence does not equal Affirmative Consent.
 - Sexual activity between a minor (a person younger than 18 years old) and a person who is at least 18 and two years older than the minor always constitutes Sexual Misconduct, even if the minor consents to the sexual activity.
- Do not engage in sexual activity with someone who is incapacitated.
 - A person who is incapacitated by alcohol or drugs **cannot** give Affirmative Consent.
 - A person who is unconscious or asleep **cannot** give Affirmative Consent.
 - A person's own intoxication or incapacitation does not diminish their responsibility to obtain Affirmative Consent from any person with whom they engage in sexual activity.
- Signs that someone does not respect the importance of consent:
 - They pressure or guilt you into doing things you may not want to do.
 - They suggest you "owe" them something (including sexual acts) because you're dating or because they have done or claim to have done something for you.
 - They react negatively with sadness, anger, or resentment if you don't consent to something or don't do so immediately.

[Source: [Love Is Respect](#)]

Dating and Domestic Violence

- Common signs of abusive behavior in a relationship: According to the [National Domestic Violence Hotline](#), one feature shared by most abusive relationships is that an abusive partner tries to establish or gain power and control through many different methods, at different moments. Even one or two of the following behaviors is a red flag that a partner may be abusive.
 - Showing extreme jealousy of friends or time spent away from a partner.

- Preventing or discouraging one's partner from spending time with friends, family members, or peers.
 - Insulting, demeaning, or shaming a partner, especially in front of other people.
 - Preventing one's partner from making their own decisions about working or attending school.
 - Controlling finances in the household without discussion, including taking a partner's money or refusing to provide money for necessary expenses.
 - Pressuring one's partner to have sex or perform sexual acts they are not comfortable with.
 - Pressuring a partner to use drugs or alcohol.
 - Threatening to harm or take away a partner's children or pets.
 - Intimidating one's partner with weapons.
 - Destroying a partner's belongings or home.
- If you notice warning signs in your relationship or that of someone you care about, remember there are support resources available on your campus, including individuals with whom you can speak confidentially and who can assist you with making a safety plan. A good starting place for a list of resources is your campus Title IX/DHR webpage. You can also contact the [National Domestic Violence Hotline](#) at 1.800.799.SAFE (7233), which is free and confidential.
- Abusive behaviors can be difficult to recognize in a relationship, even if you are the one engaging in them. In addition to some of the common signs of abusive behavior outlined above, ask yourself if your partner:
 - Seems nervous around you,
 - Seems afraid of you,
 - Flinches, cringes, or retreats when you are emotional,
 - Seems scared, or unable to contradict you or speak up around you, and/or
 - Restricts their own interactions with friends, family, coworkers, or others to avoid upsetting you.
- If you recognize the behaviors above in yourself, or in how your partner reacts, these could be signs that you are hurting them. This can be a difficult realization to come to but it's vital that you do so if you want to change and stop harming your partner. By acknowledging that your actions are harmful and taking responsibility for them, you can continue to progress on the path toward correcting them.
- Victims of dating/domestic violence, as well as abusive partners, may consider contacting the counseling center on your campus (for students) or the CSU's Employee Assistance Program (for employees) to speak with a counselor confidentially, or anyone may contact the [National Domestic Violence Hotline](#) at 1.800.799.SAFE (7233), which is free and confidential.

[Source: [National Domestic Violence Hotline](#)]

Stalking

- Respecting boundaries: if someone tells you that they do not want you to contact them or do something like visit their home or send them gifts, or if they have stopped interacting with you, respect their choice. Everyone has the right to set boundaries.
- Recognizing stalking behaviors: a person who engages in stalking may:
 - Repeatedly call or send other unwanted communication such as text messages, emails, social media messages, letters, etc.
 - Follow the person and seem to “show up” wherever they are.
 - Send unwanted gifts.
 - Damage home, car, or other property.
 - Monitor phone calls or computer use.
 - Drive or linger near the home, school, or work of the person they are stalking.
 - Use other people to try and communicate with the person they are stalking, like children, family, or friends.

[Source: [Victim Connect Resource Center](#)]

- Below are some tips from the [Stalking Prevention Awareness and Resource Center \(SPARC\)](#) regarding steps one can take if they are experiencing stalking.
 - Trust your instincts – if you/someone feels they are in immediate danger or fear a threat of harm, call 911.
 - Keep a record or log of each contact with the stalker.
 - Save evidence when possible, such as emails, text messages, postings on social media. There are support resources available on each CSU campus, including individuals with whom individuals can speak confidentially and who can assist in making a safety plan and/or seeking a protective order. A good starting place for a list of resources is your campus Title IX/DHR webpage.

Bystander Intervention

The CSU provides training on safe and positive options that may be carried out by an individual or individuals to prevent harm or intervene when there is a risk of Sexual Misconduct, Sexual Assault, Sexual Exploitation, Dating Violence, Domestic Violence, or Stalking. Bystander intervention includes recognizing situations of potential harm, understanding institutional structures and cultural conditions that facilitate violence, overcoming barriers to intervening, identifying safe and effective intervention options, and taking action to intervene. Information about bystander intervention is included in a variety of prevention, outreach, and awareness programs across the CSU.

Bystander Education encourages employees and students to:

1. Notice the Event
2. Interpret the Event as a Problem
3. Assume Personal Responsibility
4. Learn How to Help
5. And Step Up by utilizing the “4 Ds” – Direct, Distract, Delegate, and Delay
 - a. **Direct** – Directly addressing the situation.
 - b. **Distract** – Making a simple (or elaborate) distraction to diffuse the situation.
 - c. **Delegate** – Finding someone else to address the concern.
 - d. **Delay** – Checking in with the person after to see if you can do anything to support them.

Assessment and Evaluation

Regular self-assessments, civil rights program reviews, evaluation of prevention programs, data tracking and analysis, annual reports and campus climate surveys are all important tools for ensuring each university is empowered to understand and identify solutions to discrimination, harassment, and violence on their campus.

Campus Climate Surveys

Climate surveys are a tool used to collect university-specific prevalence data and to solicit feedback on university efforts to address Discrimination, Harassment, and Violence. Climate surveys also track changes in attitudes, beliefs and behaviors as the campus implements new policies and programming. The goal of climate surveys is to foster an inclusive, safe, and equitable environment for all campus community members, while providing a transparent and effective means for understanding the campus climate.

The CSU requires that universities administer campus climate surveys in alignment with state and federal legal requirements. Additional climate surveys may be conducted at any time based on university priorities, changing legislative or legal requirements, or emerging trends. Climate surveys may be issued at any point during the academic year, with a focus on ensuring wide participation across all university stakeholders, including students and employees.

Survey questions will be trauma-informed and designed to gather information on individual experiences with sexual harassment, dating and domestic violence, sexual assault, and stalking. Climate surveys should also include questions about:

- Knowledge of reporting options, including whether the survey-taker reported relevant incidents
- Knowledge of available university resources, including supportive measures
- Responsiveness of the university upon making a report
- Action taken in response to a report, including whether the incident was accepted for investigation or referred to another campus department for resolution
- Whether the individual who engaged in the misconduct was a student, employee or third-party

- Impact of the Discrimination, Harassment, or Violence on the individual, including diminished grades, dropping classes, withdrawal from activities, time off from work, etc.
- Assessment of the effectiveness of prevention education and awareness training and programming, including the concepts of affirmative consent, bystander intervention, healthy relationships, and relationship violence

Climate survey participation will be voluntary, and responses will remain anonymous or confidential to the greatest extent possible. Data from the climate survey should be aggregated to prevent identification of individuals. Survey results should include breakdowns by key demographics such as responses from students, staff, or faculty. Climate surveys should include both quantitative (e.g., Likert-scale questions) and qualitative (e.g., open-ended questions) to provide a comprehensive understanding of the university climate.

Invitations to participate will be widely distributed through campus-wide email communications, social media, on-campus announcements or postings, or other communication channels to ensure a diverse university representation. Reminders will be sent to encourage participation, with a clear explanation of the survey's purpose and significance.

Upon completion, the results of the climate survey shall be analyzed by the university. A summary of the findings and key recommendations will be shared with the university community in a transparent and accessible format, including through posting on the university website.

Regular climate surveys can help administrators identify areas that need improvement, target prevention programming to specific topics, develop and refine materials and resources to be more inclusive of the diverse campus community, and make adjustments to the operations of offices assisting individuals who have experienced harm.

CSU Policy Definitions

Definitions of conduct that is prohibited under CSU policy are found in [Article V of the Nondiscrimination Policy](#). These definitions are applicable in relation to the university's administrative process. The Policy definitions for prohibited conduct that may also constitute a crime may differ from California criminal law definitions.

Criminal Law Definitions

The criminal law definitions of conduct that is both prohibited under the CSU's Nondiscrimination Policy and by criminal law can be found [here](#).