OUTCOME
Cal State Fullerton will have a campus culture that promotes activities that are free from sex and gender-based discrimination.

OUTCOME SUPPORTS
☒ University:
☒ Division:
☐ Department:
☐ Other:

OUTCOME TYPE
☒ Performance Outcome
☐ Student Learning Outcome

ASSESSMENT APPROACH
☒ Direct assessment
☐ Indirect assessment

DATA COLLECTION METHODS
• Internal tracking

METHODS AND MEASURES
The Title IX and Gender Equity Office is responsible for ensuring that all programs and activities at Cal State Fullerton are free from sex and gender-based discrimination. This applies to all academic, educational, extracurricular, and athletic activities (both on and off campus). The California State University (CSU) has defined gender to include sex assigned at birth (which includes pregnancy, childbirth, breastfeeding or any related medical conditions), gender identity, gender expression, transgender, sexual orientation, and sex stereotyping. In addition to sex-based discrimination, sexual harassment, sexual misconduct, dating violence, domestic violence, stalking, and retaliation are all prohibited by CSU policy and addressed by Title IX and Gender Equity. In order to do this, the work of Title IX and Gender Equity staff is divided in three areas: 1) education and training, 2) addressing complaints, and 3) prevention and advocacy.

The Title IX and Gender Equity Office will provide education and training to various campus populations, including all employees (annually), all new employees (upon hire), all incoming students (upon enrollment), all returning students (annually), resident advisors (twice per year), orientation leaders (annually), student athletes and coaches (annually), and members of fraternities and sororities as well as other high risk student organizations (annually). Internal tracking of completion rates for each population will be used.

The Title IX and Gender Equity Office will collaborate across campus on a variety of prevention and advocacy initiatives such as the It’s On Us Titans Campaign, Sexual Assault Awareness Month, educational promotion materials, etc.

CRITERIA OF SUCCESS
• 80% of campus employees (including student employees) will complete the EDU: Eliminate Sexual Misconduct training by the deadline.
• 100% of incoming students will complete the Not Anymore training by the deadline.
DATA COLLECTION AND ANALYSIS
Each year, the Title IX office collaborates with campus partners to provide various programs and training opportunities to the campus community. For the 17-18 AY, campus employees and incoming students received emails and portal notifications to complete their designated training. Two populations were used for this year’s data collection, campus employees and incoming students (fall and spring). The deadline for campus employees to complete their training was 12-31-17, for fall 2017 incoming students, the deadline was 12-31-17, and for spring 2018 incoming students, the deadline was 6-30-18. Internal tracking systems collected the following information:

- 92% of employees completed EDU: Eliminate Sexual Misconduct training by 12-31-17.
- 100% of students that were new to CSUF in the fall 2017 semester and continuing in the spring 2018 semester completed the Not Anymore training.
- As of 6-4-18, 93% of new full-time freshmen in the spring 2018 semester completed the Not Anymore training, 94% of new transfer students in the spring 2018 semester completed the Not Anymore training, and 93% of new graduate students in the spring 2018 semester completed the Not Anymore training. Registration holds were placed on students’ accounts so they cannot register for fall 2018 classes until they complete the training, which will result in 100% compliance by 9-11-18.

IMPROVEMENT ACTIONS
Overall, both criteria of success were met for the 17-18 AY, however, the following are a few areas of improvement the Title IX office plan to explore and incorporate:

- Increase employee completion rate for EDU: Eliminate Sexual Misconduct but working with supervisors and Chiefs of Operations for each division earlier in the fall 2018 semester. The Chancellor’s Office has also switched to a new vendor for online training that should assist with training completion and tracking.
- Begin systemically tracking completion rates for other trainings that occur throughout the year.
- Launch the Not Anymore refresher training to all returning students, which is not required, and track completion trends.