

To: Employees  
From: CSUCI News (  
Date: Jan. 16, 2025  
Subject: Title IX and Inclusion Reminders

Dear Colleagues,

Welcome back and Happy New Year!

*Please read this email in its entirety.*

As we return for Spring 2025, we wanted to provide a reminder that CSUCI is committed to providing a safe learning and working environment to everyone in the Dolphin community. We do this in a variety of ways - including maintaining compliance with the CSU systemwide [Nondiscrimination Policy](#).

### **PR a C M a de C**

As stated in the Nondiscrimination Policy, CSU prohibits the following behaviors in campus programs or activities, and/or between campus community members, including but not limited to students, employees, applicants, third-party guests, and/or vendors:

1. Discrimination and/or Harassment, because of any Protected Status, including: Age, Disability (physical or mental), Gender, Genetic Information, Gender Identity or Expression, Nationality, Marital Status, Race or Ethnicity, Religion, Sexual Orientation, and Veteran or Military Status.
2. Sex-Based Harassment. Sex-based harassment is a form of sex discrimination and means sexual harassment and other harassment on the basis of Sex or Gender, including Gender Expression, Gender Identity, Pregnancy or related conditions, Sex Stereotypes, Sex Characteristics, or sexual Orientation. [Click here](#) to learn more about Sex-Based Harassment.
3. Sexual misconduct of any kind, which includes sexual activity engaged in without Affirmative Consent.
4. Retaliation for exercising rights under the Nondiscrimination Policy, opposing Discrimination or Harassment because of a Protected Status, or for participating in any manner in any related investigation or proceeding.

As CSUCI Faculty and Staff, you can view your [Rights and Options](#) under the Nondiscrimination Policy on the [Title IX Website](#).

Please note that any disclosure of prohibited conduct outlined in the Nondiscrimination Policy to a Responsible Employee will require said employee to report the information to the Title IX & Inclusion office. This holds true for any employee on campus and includes disclosures made in

