



CSU Bakersfield

Office of the President

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MEMORANDUM

To: All Faculty and Staff

From: Claudia Catota *CC*
Assistant to the President for Equity, Inclusion, and Compliance
Title IX Coordinator / DHR Administrator

Date: August 16, 2017

Subject: Annual Notification on the CSU's Policies and Procedures Relating to Title IX

This annual notification is being sent as a reminder of our campus policy and procedures relating to Title IX. Title IX and other federal and state laws prohibit discrimination on the basis of sex, gender, or sexual orientation and protect all people regardless of their gender or gender identity from sex discrimination, which includes sexual harassment and sexual misconduct (rape, sexual assault, domestic violence, dating violence, and stalking). In addition, CSUB wants to provide you with the necessary response tools in the event you receive a complaint of sexual harassment or sexual misconduct.

All employees, with the exception of University employed physicians, professional counselors, and advocates, are required to report incidents of sexual misconduct (including the identities of both the victim and alleged perpetrator) to the Title IX Coordinator at (661) 654-2137 or ccatota@csub.edu so the University can take immediate action to protect the reporting party, and take steps to correct and eliminate the cause of sexual misconduct.

What To Do If Someone Reports Sexual Misconduct to You¹:

If someone tells you they have experienced sexual misconduct here are some things you can do to assist them:

- ✓ **Listen.** If someone discloses sexual misconduct to you, it means they trust you enough to share this incredibly difficult story. Just listening with compassion can be incredibly helpful.
- ✓ **Believe.** Rather than asking a lot of questions, just let the person know that you believe them and will support them as best you can. Avoid asking the questions, like “why did you go with them?” or “did you fight back?” or “why were you drinking?” Questioning the person’s behavior could make the person feel as though the sexual violence was their fault,

¹ Tips developed by San Diego State University

even though it wasn't and even if that's not your intent. Focus on offering the person support and providing options so they can decide what is best.

- ✓ **Give Options.** Sexual Violence is a crime of power and control. In order to give a sense of control back to the person, allow them to carefully choose what option is best. They may not make the same decision you might make; however, only they can decide what is a healthy process for themselves. You can help them explore their options by suggesting available resources on campus.
- ✓ **Contact the Title IX Coordinator.** Unless you are a university physician, licensed psychologist/counselor, or advocate, CSUB employees have a duty to report incidents of sexual misconduct to the Title IX Coordinator. Inform the individual that as an employee you must report the sexual misconduct to the Title IX Coordinator. The Title IX Coordinator will then contact the individual and explain the options and resources available on the campus and provide interim remedies even if they do not want to report to law enforcement.

To learn more about the CSU complaint procedures or campus resources at CSUB, please visit: <https://www.csub.edu/compliance/TitleIX/>

If you have any questions or concerns, please contact me at (661) 654-2137 or ccatota@csub.edu.

NOTICE OF NON-DISCRIMINATION ON THE BASIS OF GENDER OR SEX

The California State University does not discriminate on the basis of gender, which includes sex and gender identity or 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). The protection against discrimination on the basis of gender or sexual orientation includes sexual harassment, sexual misconduct, and gender based dating and domestic violence and stalking. The following person has been designated to handle inquiries regarding the non-discrimination policies:

Title IX Coordinator

Claudia Catota

Assistant to the President for Equity, Inclusion, and Compliance

Office of the President, Business Development Center

ccatota@csub.edu / (661) 654-2137

Monitors and oversees Title IX compliance at CSUB. The Title IX Coordinator is available to discuss the university's complaint process with students, faculty, and staff, the investigation process, available resources (both on and off campus) and other related matters.

Deputy Title IX Coordinator for Athletics

Cindy Goodman

Senior Associate Athletic Director/ SWA

Athletics, GYM 113

cgoodmon@csub.edu / (661) 654-2346

Charged with the responsibility for overseeing gender equity in athletic programs. Collaborates with the Title IX Coordinator to monitor compliance for matters involving student-athletes and coaches, including training, education, and communication.

Deputy Title IX Coordinator for Student Conduct

Rubicelia (Ruby) Alvarez

Director, Office of Student Rights and Responsibilities

Office of the Vice President for Student Affairs, CAF 1-7

Ralvarez9@csub.edu / (661) 654-2680

Available to explain the university's complaint process for students, available resources, and student discipline. Collaborates with the Title IX Coordinator to monitor compliance for matters involving students, including training, education, and communication.

Deputy Title IX Coordinator for Housing

MaxJulian Ham

Assistant Director of Residential Life

Student Housing East, 151J

mham@csub.edu / (661) 654-3013

Available to explain the university's complaint process and available resources for students living in on-campus housing. Collaborates with the Title IX Coordinator to monitor compliance for matters involving housing students and staff, including training, education, and communication.

Questions may also be addressed to:

Office for Civil Rights
U.S. Department of Health and Human Services
90 7th Street, Suite 4-100
San Francisco, CA 94103
Voice Phone (800) 368-1019
FAX (415) 437-8329
TDD (800) 537-7697