

CALIFORNIA STATE UNIVERSITY, BAKERSFIELD
ACADEMIC SENATE

Ombudsperson Handbook Language
RES 141519

FAC

RESOLVED: That the University Handbook be revised to incorporate the following changes regarding the Ombudsperson:

303.7 Professional Responsibilities for Counselors

The Counseling Center is the division of Student Affairs charged with the responsibility to “assist students with developmental issues, value information, and the resolution of personal and academic problems which may impede the learning process.” Overall, counselors provide either directly or through collaboration and referral a variety of counseling services (e.g., individual and group counseling, career development, crisis intervention, short term psychotherapy), faculty and staff consultation, professional training and supervision consistent with the educational mission of the university. (CSU Student Services Master Plan, 1989)

~~One member of the Counseling Staff has been formally designated as the University Ombudsman, who acts as an impartial facilitator when assisting students with various academic policy issues, including student discipline matters.~~

The counselors adhere to all applicable Federal and State Laws. The published ethical codes of the American Psychological Association, the California Association of Marriage and Family Therapists, and the Organization of Counselor Center Directors in Higher Education are the accepted standards for determining ethical conduct among counselors.

303.11.1.3 Formal Complaint Process

Federal and State law places special duties on the University as it relates to sexual harassment and **sexual misconduct, and** accordingly, sexual harassment **and sexual misconduct** is conduct which is subject to disciplinary action up to and including dismissal (for employees) or expulsion (for students).

~~Formal complaints of sexual harassment originating from employees (faculty or staff) or applicants for employment should be made to the Director of Personnel Services, Administration Building 108 (664-2266), who will refer the case to the appropriate administrator for follow-up. Formal complaints of sexual harassment originating from students should be made to the Ombudsmanperson, located in the Counseling Center, Health Center 13 (664-3366), who will refer the case to the appropriate administrator for follow-up.~~

Formal complaints of sexual harassment and sexual misconduct originating from employees (faculty or staff) applicants for employments, or students should be made to the Title IX Coordinator, located in the Office of the President, (661-654-2137).

Such complaints will be **addressed** ~~confidentially investigated without delay~~ in accordance with existing university procedures, which are governed by law and applicable collective bargaining agreements, and appropriate action will be taken. Only documentation resulting in disciplinary action will be added to an employee's personnel file following standard procedures outlined in respective collective bargaining agreements.

RATIONALE: The proposed changes reflect the results of recent administrative decisions.

Approved by the Senate on January 15, 2015
Sent to the President for approval on January 23, 2015
Approved by the President on November 3, 2015