



# Annual Report

# TITLE IX

**JULY 1, 2018 - JUNE 30, 2019**



[WWW.CSUB.EDU/COMPLIANCE/TITLEIX](http://WWW.CSUB.EDU/COMPLIANCE/TITLEIX)

## INTRODUCTION

This report presents information about complaints of sexual misconduct brought to the attention of the campus Title IX Coordinator and Deputy Title IX Coordinators within the reporting period of July 1, 2018 to June 30, 2019, and the actions taken by the campus to address those complaints.

This report is intended to raise community awareness about the complaints of sexual misconduct and the procedures available to address those complaints. It may also be a stimulus for community discussion about issues relating to sexual misconduct and for community engagement in support of California State University's (CSU) efforts to prevent it. However, because the report must be composed to protect the privacy of the individuals involved, it cannot provide a public forum for discussion of specific cases.

While intended to be broadly informative, the report has limitations. The report concerns complaints about "sexual misconduct," as defined in CSU Executive Orders 1095, 1096, and 1097, that encompass a broad range of behaviors, including sexual assault, dating violence, domestic violence, and stalking. Because of privacy obligations, the report cannot fully convey the variety and complexity of circumstances associated with matters that may appear similar. The report is limited to presenting information concerning the campus's responses to reported misconduct raised pursuant to CSU's procedures for addressing violations of University policies. It includes information concerning administrative handling of reported misconduct whether or not the conduct was also the subject of a crime report or criminal prosecution, whether or not the purported misconduct occurred on or off campus, and whether or not the conduct itself occurred during the period. Information about reported crimes committed during the period at CSUB is available in the Annual Security Report (ASR).<sup>1</sup>

## POLICIES

The CSU and CSUB is committed to creating and sustaining an educational and working environment that is free of sexual misconduct. The safety of our campus communities is a priority for the CSU and CSUB.

The campus Title IX Coordinator and Deputy Title IX Coordinators provide a neutral avenue for students, employees, and others to report concerns about sexual misconduct to the University and to have those concerns addressed.

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<sup>1</sup> Statistics for January 1, 2018 to December 1, 2018 will be included in the 2019 ASR. Statistics for January 1, 2019 to December 31, 2019 will be included in the 2020 ASR. Please visit: [https://www.csub.edu/compliance/files/CSUB\\_Annual\\_Security\\_Report.pdf](https://www.csub.edu/compliance/files/CSUB_Annual_Security_Report.pdf) to see the most current ASR for the Bakersfield campus and [https://www.csub.edu/compliance/files/CSUB-AV\\_Annual\\_Security\\_Report.pdf](https://www.csub.edu/compliance/files/CSUB-AV_Annual_Security_Report.pdf) for the most current ASR for the Antelope Valley campus.

CSU policies in effect during the reporting period prohibits sexual misconduct and establishes procedures for students, employees and third parties to report violations. In the reporting period, the following policies and complaint procedures were in effect:

**Executive Order 1095 (Revised June 23, 2015):** Implementation of Title IX, VAWA/Campus SaVE Act, and Related Sex Discrimination, Sexual Harassment and Sexual Violence Legislation.

<https://calstate.policystat.com/policy/6741651/latest/>

**Executive Order 1096 (Revised March 29, 2019):** Systemwide Policy Prohibiting Discrimination, Harassment, Retaliation, Sexual Misconduct, Dating and Domestic Violence, and Stalking against Employees and Third Parties and Systemwide *Procedure* for Addressing Such Complaints by Employees and Third Parties. <https://calstate.policystat.com/policy/6743499/latest/>

- *Supersedes Executive Order 1096 (Revised October 5, 2016)*

**Executive Order 1097 (Revised March 29, 2019):** Systemwide Policy Prohibiting Discrimination, Harassment and Retaliation, Sexual Misconduct, Dating and Domestic Violence, and Stalking against Students and Systemwide *Procedure* for Addressing Such Complaints by Students.

<https://calstate.policystat.com/policy/6742744/latest/>

- *Supersedes Executive Order 1097 (Revised October 5, 2016)*

**Executive Order 1098 (Revised March 29, 2019):** Student Conduct Procedures.

<https://calstate.policystat.com/policy/6742449/latest/>

- *Supersedes Executive Order 1098 (Revised June 23, 2015)*

## REPORTED POLICY VIOLATIONS

Under CSU policies the campuses respond to reported policy violations. In some circumstances, the report of misconduct is made by a complainant who invokes the complaint procedures set forth in the Executive Orders. When that occurs, the campus investigates the complaint and reaches a determination as to whether or not a preponderance of the evidence reflects that the respondent violated policy. Where a violation is found, the finding is referred to a disciplinary process where applicable.

This report describes the aggregate number of investigations at CSUB broken out by whether an employee or a student is accused of misconduct as well as by whether the evidence was sufficient or insufficient, applying the preponderance of the evidence standard, to establish a policy violation by the respondent. Some investigations concern reported misconduct by third parties who were neither students nor employees, but, over whom the campus exercised some degree of control. The outcomes of those investigations are also included in the report.

CSU procedures include an option to resolve a concern about possible misconduct without an

investigation. The report includes the number of resolutions reached using that process.

Not all reports of possible policy violations arise as a complaint made by someone seeking to invoke the complaint or resolution procedures. The campus also responds to reports where the information is insufficient to open an investigation. Circumstances include persons who report incidents to police but not to administrators and request that their identity be kept confidential, persons who report incidents but decline to identify any perpetrator, incidents where the person reporting the misconduct requests that their identity not be disclosed in any investigation, and incidents in which the reporting person requests that no investigation be opened.

When someone requests confidentiality or asks that an investigation not be pursued, the campuses inform the person that the ability to respond may be limited and that Title IX and CSU policy prohibit retaliation.

The campuses evaluate requests not to reveal identifying information in the context of the responsibility to provide a safe and nondiscriminatory environment for all. If the request is honored, even if the campus cannot take a disciplinary action, the campus pursues other steps to limit the effects of any misconduct and prevent recurrence.

CSUB also receives reports about instances that did not occur on campus and did not involve a member of the campus community. CSUB provides support and resources in those circumstances and those cases are also included in this report.

## DEFINITIONS

### THE CSU EXECUTIVE ORDERS PROVIDE THE FOLLOWING DEFINITIONS:

**Affirmative Consent** means an informed, affirmative, conscious, voluntary, and mutual agreement to engage in sexual activity. It is the responsibility of each person involved in the sexual activity to ensure that Affirmative Consent has been obtained from the other participant(s) to engage in the sexual activity. Lack of protest or resistance does not mean consent nor does silence mean consent.

Affirmative Consent can be withdrawn or revoked. Affirmative Consent cannot be given by a person who is incapacitated.

A person with a medical or mental Disability may also lack the capacity to give consent.

Sexual activity with a minor (under 18 years old) is never consensual because a minor is considered incapable of giving legal consent due to age.

**Dating Violence** is abuse committed by a person who is or has been in a social or dating relationship of a romantic or intimate nature with the victim. This may include someone the victim just met; i.e., at a party, introduced through a friend, or on a social networking website. For purposes of this definition, “abuse” means intentionally or recklessly causing or attempting to cause bodily injury or placing another person in reasonable apprehension of imminent serious bodily injury to self or another. Abuse does not include non-physical, emotional distress or injury.

**Domestic Violence** is abuse committed against someone who is a current or former spouse; current or former cohabitant; someone with whom the Respondent has a child; someone with whom the Respondent has or had a dating or engagement relationship; or a person similarly situated under California domestic or family violence law. Cohabitant means two unrelated persons living together for a substantial period of time, resulting in some permanency of relationship. It does not include roommates who do not have a romantic, intimate, or sexual relationship. Factors that may determine whether persons are cohabiting include, but are not limited to: (1) sexual relations between the Parties while sharing the same living quarters; (2) sharing of income or expenses; (3) joint use or ownership of property; (4) whether the Parties hold themselves out as spouses; (5) the continuity of the relationship; and, (6) the length of the relationship. For purposes of this definition, “abuse” means intentionally or recklessly causing or attempting to cause bodily injury or placing another person in reasonable apprehension of imminent serious bodily injury to self, or another. Abuse does not include non-physical, emotional distress or injury.

**Sexual Misconduct:** All sexual activity between members of the CSU community must be based on Affirmative Consent. Engaging in any sexual activity without first obtaining Affirmative Consent to the specific activity is Sexual Misconduct, whether or not the conduct violates any civil or criminal law.

Sexual activity includes, but is not limited to, kissing, touching intimate body parts, fondling, intercourse, penetration of any body part, and oral sex. It also includes any unwelcome physical sexual acts, such as unwelcome sexual touching, Sexual Assault, Sexual Battery, Rape, and Dating Violence. When based on Gender, Domestic Violence or Stalking also constitute Sexual Misconduct. Sexual Misconduct may include using physical force, violence, threat, or intimidation, ignoring the objections of the other person, causing the other person’s intoxication or incapacitation through the use of drugs or alcohol, or taking advantage of the other person’s incapacitation (including voluntary intoxication) to engage in sexual activity. Men as well as women can be victims of these forms of Sexual Misconduct. Sexual activity with a minor is never consensual when the Complainant is under 18 years old, because the minor is considered incapable of giving legal consent due to age.

1. **Sexual Assault** is a form of Sexual Misconduct and is an attempt, coupled with the ability, to commit a violent injury on the person of another because of that person's Gender or sex.
2. **Sexual Battery** is a form of Sexual Misconduct and is any willful and unlawful use of force or violence upon the person of another because of that person's Gender or sex as well as touching an intimate part of another person against that person's will and for the purpose of sexual arousal, gratification, or abuse.
3. **Rape** is a form of Sexual Misconduct and is non-consensual sexual intercourse that may also involve the use of threat of force, violence, or immediate and unlawful bodily injury or threats of future retaliation and duress. Any sexual penetration, however slight, is sufficient to constitute Rape. Sexual acts including intercourse are considered non-consensual when a person is incapable of giving consent because s/he is incapacitated from alcohol and/or drugs, is under 18 years old, or if a mental disorder or developmental or physical Disability renders a person incapable of giving consent. The Respondent's relationship to the person (such as family member, spouse, friend, acquaintance or stranger) is irrelevant. (See complete definition of Affirmative Consent above.)
4. **Acquaintance Rape** is a form of Sexual Misconduct committed by an individual known to the victim. This includes a person the victim may have just met; i.e., at a party, introduced through a friend, or on a social networking website. (See above for definition of Rape)

## STATISTICS

<b>Number of Sexual Misconduct, Dating and Domestic Violence, and Stalking Reports Received in which a Student is a Respondent</b>		6
<b>The number of Sexual Misconduct, Dating and Domestic Violence, and Stalking reports received in which an Employee is a Respondent</b>		4
<b>The number of Sexual Misconduct, Dating and Domestic Violence, and Stalking reports investigated</b>		7 Completed 2 Pending
<b>The number of Sexual Misconduct, Dating Violence and Domestic Violence, and Stalking reports resolved without investigation, including a description of the resolution and/or reason for no investigation</b>		30
Stalking	Complainant alleged stalking. Scheduled interview with Complainant but did not appear for meeting. Insufficient information.	
Stalking	Complainant provided with accommodations. No investigation conducted because Respondent is not a student, employee or third party (no association with CSUB).	

Stalking	Complainant provided with accommodations. No investigation conducted because Respondent is not a student, employee or third party (no association with CSUB).
Stalking	Complaint withdrew complaint.
Stalking	Complainant provided with accommodations. No investigation conducted because Respondent is not a student, employee or third party (no association with CSUB).
Stalking	Complainant alleged stalking. Complainant did not want to pursue a complaint.
Stalking	Complainant provided with accommodations. Complainant did not want to pursue a complaint.
Dating Violence	Complainant provided with accommodations.
Dating Violence	Complainant provided with accommodations. Complainant did not want to pursue a complaint.
Dating Violence	Complainant provided with accommodations. Complainant did not want to pursue a complaint.
Dating Violence	Complainant provided with accommodations. No investigation conducted because Respondent is not a student, employee or third party (no association with CSUB).
Dating Violence	Complainant did not respond to contact by Title IX Coordinator.
Dating Violence	Complainant did not respond to contact by Title IX Coordinator.
Dating Violence	Complainant provided with accommodations. No investigation conducted because Respondent is not a student, employee or third party (no association with CSUB).
Dating Violence	Complainant provided with accommodations. No investigation conducted because Respondent is not a student, employee or third party (no association with CSUB).
Dating Violence	Complainant provided with accommodations. No investigation conducted because Respondent is not a student, employee or third party (no association with CSUB).
Dating Violence	Complainant did not respond to contact by Title IX Coordinator.
Dating Violence	Reported by third party. Complainant did not respond to contact by Title IX Coordinator.
Dating Violence	Complainant provided with accommodations.
Sexual Assault	Reported by third party. Complainant did not respond to contact by Title IX Coordinator.
Sexual Assault	Complainant provided accommodations. Complainant did not want to pursue a complaint.
Sexual Harassment	Reported by third party. Complainant did not want to pursue a complaint.
Sexual Harassment	Complainant did not want to pursue a complaint.
Sexual Harassment	Reported by third party. Scheduled interview with Complainant but did not appear for meeting. Insufficient information.
Rape	Complainant provided with accommodations. No investigation conducted because Respondent is not a student, employee or third party (no association with CSUB).

Rape	Complainant provided with accommodations. No investigation conducted because Respondent is not a student, employee or third party (no association with CSUB).
Rape	Complainant provided with accommodations. No investigation conducted because Respondent is not a student, employee or third party (no association with CSUB).
Domestic Violence	Complainant provided with accommodations. No investigation conducted because Respondent is not a student, employee or third party (no association with CSUB).
Sexual Misconduct	No investigation conducted because Respondent is not a student, employee or third party (no association with CSUB).
Sexual Misconduct	Reported by third party. Complainant did not respond to contact by Title IX Coordinator.
<b>The number of Sexual Misconduct, Dating and Domestic Violence, and Stalking investigations in which the Respondent was held responsible, including a description of the final sanction</b>	
	1 (Sanction Pending)
<b>The number of Sexual Misconduct, Dating and Domestic Violence, and Stalking investigations in which the evidence was found insufficient to hold the Respondent responsible</b>	
	3

Questions about this report can be directed to:

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