

Office of Compliance and Civil Rights (Title IX and DHR)  
and

Survivor Advocacy Services:  
Support and Resources for Students

Summer 2025

## CSU Policy Prohibiting Discrimination, Harassment, Sexual Misconduct, Sexual Exploitation, Dating Violence, Domestic Violence, Stalking, and Retaliation (Non-Discrimination Policy)

### Summary of Values

"The California State University (CSU or University) is committed to maintaining an inclusive and equitable community that values diversity and fosters mutual respect. We embrace our community differences in:

- Age,
- Disability (physical and mental),
- Gender (or sex),
- Gender Identity (including nonbinary and transgender),
- Gender Expression,
- Genetic Information,
- Marital Status,
- Medical Condition,
- Nationality,
- Race or Ethnicity (including color, caste, or ancestry),
- Religion (or religious creed),
- Sexual Orientation,
- Veteran or Military Status

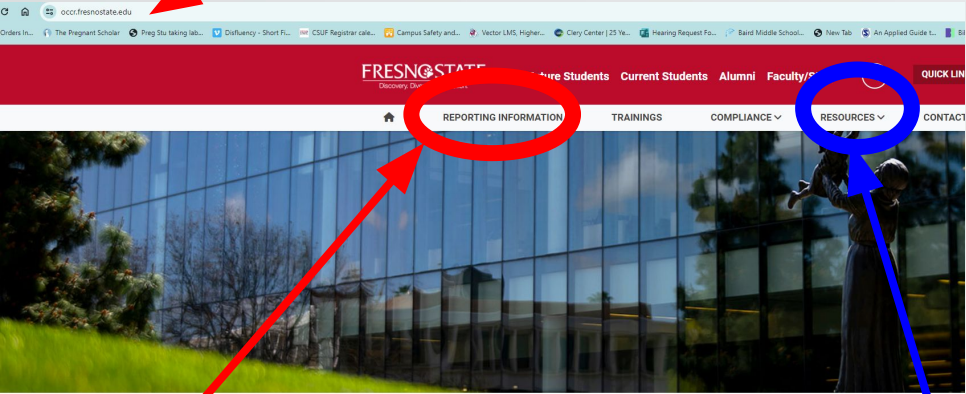
All Students and Employees have the right to participate fully in CSU programs, activities, and employment free from Discrimination, Harassment, Sexual Misconduct, Sexual Exploitation, Dating Violence, Domestic Violence, Stalking and Retaliation."

- **Discrimination**
  - An adverse action against someone because of their protected status
- **Sexual Misconduct**
  - Engaging in any sexual activity without first obtaining **Affirmative Consent** to the specific activity
    - Affirmative Consent means an agreement to engage in sexual activity that is:
      - Informed,
      - Affirmative,
      - Conscious,
      - Voluntary, and
      - Mutual
- **Sexual Harassment**
  - Unwelcome verbal, nonverbal or physical conduct of a sexual nature
  - Must be sufficiently severe, persistent, or pervasive
- **Sexual Exploitation**
  - A person taking sexual advantage of another person for the benefit of anyone other than that person without that person's consent
  - Example: The recording of images, including video or photograph, or audio of another person's sexual activity or intimate parts, without that person's consent
  - Example: The distribution of images, including video or photographs, or audio of another person's sexual activity or intimate parts, if the individual distributing the images or audio knows or should have known that the person depicted in the images or audio did not consent to the disclosure.
- **Dating Violence, Domestic Violence, Relationship Violence**
  - Physical violence or threat of physical violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the Complainant
- **Stalking**
  - Engaging in a Course of Conduct directed at a specific person that would cause a reasonable person to fear for the safety of self or others' safety or to suffer Substantial Emotional Distress
- **Prohibited Consensual Relationships**
  - A consensual sexual or romantic relationship between an Employee and any Student over whom they have authority
- **Retaliation** for engaging in Protected Activities under this Policy (e.g., reporting, opposing conduct, participating in an investigation)

Prohibited Conduct

# Online Reporting to Compliance and Civil Rights:

occr.fresnostate.edu



## Office of Compliance and Civil Rights (Title IX and DHR)



## We are here to help.

If you are in the midst of an emergency, please call the police immediately by dialing 9-1-1.

## Contact:

559.278.5003

[occr@mail.fresnostate.edu](mailto:occr@mail.fresnostate.edu)

USU 316

Title IX requires the university to designate a Title IX Coordinator to monitor and oversee overall Title IX compliance. Your campus Title IX Coordinator is available to explain and discuss: your right to file a criminal complaint (sexual assault and violence); the university's complaint process, including the investigation process; how confidentiality is handled; available resources, both on and off campus; and other related matters.

*If you decide to tell staff or faculty, they are required to notify the Title IX Coordinator. The Title IX Coordinator will then contact you to discuss options for support and accountability.*



**Anne Githae**  
AVP of Compliance and Civil Rights  
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559.278.5003



**Maxwell Hill**  
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**Brenda De La Cruz**  
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# Healthy

A healthy relationship means both you and your partner are:

- Communicating
- Respectful
- Trusting
- Honest
- Equal
- Enjoying personal time away from each other
- Making mutual choices
- Economic/financial partners

# Unhealthy

You may be in an unhealthy relationship if your partner is:

- Not communicating
- Disrespectful
- Not trusting
- Dishonest
- Trying to take control
- Only spending time together
- Pressured into activities
- Unequal economically

# Abusive

Abuse is occurring in a relationship when one partner is:

- Communicating in a hurtful or threatening way
- Mistreating
- Accusing the other of cheating when it's untrue
- Denying their actions are abusive
- Controlling
- Isolating their partner from others

# Confidential Support Resources

- For All Students:  
**Student Health and Counseling Center (SHCC)**  
(559) 278 – 2734

## **Survivor Advocates**

(559) 278 – 6796 (24-hour) [survivoradvocate@csufresno.edu](mailto:survivoradvocate@csufresno.edu)

Mindy Kates & Faviola Garcia-Elicea



- For Student Employees:  
**Empathia Employee Assistance Program (EAP)**  
(800) 367 – 7474
- An individual is also able to report via the President's Feedback Page, TipNOW, or external agency such as the Fresno Police Department

# Support & Resources

- **Accommodations:**
  - Academic, Work, and Housing
- **Safety Support:**
  - Escort on campus, parking options, safety planning
- **Counseling/Therapy:**
  - Help connect you with counseling/therapy
- **Survivor Advocate Accompaniment:**
  - With Police, Attending Court, or Title IX Investigations
- **Provide Information:**
  - Criminal Justice System Overview, Reporting Options, or Title IX Investigations Procedures
- **Helpful Services:**
  - Community Resources, How-To's...



Come visit us:

**Office of Compliance and Civil Rights in USU 316**

(University Student Union, 2nd floor Room 316)

**Survivor Advocacy Services in SHCC**

(Student Health and Counseling Center)