



California State University Dominguez Hills

Office of Equity & Inclusion
Annual Report
2020 - 2021

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Department Overview

The Office of Equity and Inclusion is committed to promoting inclusive excellence and equal access to education and employment for all students and employees.

Part of that commitment is a dedication to the efforts of *Title IX*, a federal law requiring nondiscrimination on the basis of gender and sex at educational institutions. Our work is also informed by the *Violence Against Women Reauthorization Act*, a federal act that aims to prevent gender-based and sexual violence and harassment, and requires educational institutions to respond to it when it occurs.

Another law that shapes CSUDH's commitment to equity and inclusion is the *Student Safety: Sexual Assault* law, which defines the affirmative consent standard for California schools.

The CSUDH Notice of Non-Discrimination, as well as CSU Executive Orders 1095, 1096, and 1097 detail how CSUDH prohibits discrimination, harassment, and violence on the basis of sex or gender and promote a safe, inclusive environment for all staff, faculty, and students.

The Title IX Officer has been designated to ensure prevention education, provision of supportive resources to CSUDH students and employees, and handle inquiries regarding the non-discrimination policies, including reports of alleged policy violations.

Department Staff

Office of Equity and Inclusion

Elizabeth Schrock, Ed.D.

Title IX Officer

Discrimination, Harassment, and Retaliation Administrator

pronouns: she/her

Amy Largarticha, M.S.

Deputy Title IX Officer

Deputy Discrimination, Harassment, and Retaliation
Administrator

pronouns: she/her or they/them

Yvonne Calderon

Compliance Coordinator

pronouns: she/her

Lauren Pang

Graduate Assistant

pronouns: she/her

**CSUDH Office of Equity and Inclusion
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1000 East Victoria Street
Carson, CA 90747**

Year in Review

2020-2021 was a unique year for the Office of Equity and Inclusion, and for organizations across the globe. In March 2020, the University quickly transitioned from on-site operations to remote operations due to the COVID-19 pandemic. Students, Faculty, Staff, and Administrators had to promptly adjust from life on campus, to working from our homes or other locations. The Office of Equity and Inclusion began offering services remotely, including Zoom meetings and referrals to remote and virtual resources.

The transition to remote work, alongside protests of police brutality and racism following the murder of George Floyd, and the implementation of new Title IX Regulations in May 2020 impacted the nature and quantity of complaints the Office of Equity and Inclusion received in 2020-2021. There was an overall decrease in the number of complaints, particularly allegations of student sexual misconduct. Although the average complaints of dating and domestic violence did not increase significantly, it represented a higher ratio of the complaints compared to previous years. Additionally, there was an increase in the ratio of Discrimination, Harassment, and Retaliation (DHR) related complaints compared to Title IX related complaints in previous years.

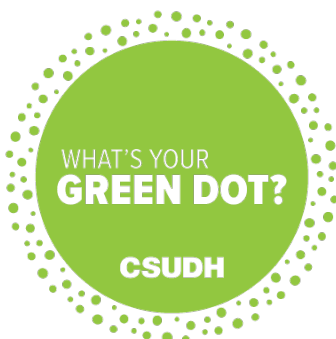
We recognize that the number of complaints, investigations, and findings made by the Office of Equity and Inclusion do not accurately reflect the real-world occurrences of inequality. Understanding that only a small proportion of incidents that occur are reported to our office, we continue to find ways to overcome challenges to supporting our community during a global and political shift by providing training, outreach, and resources to students, faculty, and staff.

Training & Compliance

In 2020-2021, The Office of Equity and Inclusion contracted with two separate external organizations to develop and implement comprehensive, high-impact, and evidence-based programs to promote awareness and inclusion across the CSUDH campus: **Green Dot Bystander Intervention Training Program** and **Moving Beyond Bias**.

In July 2020, CSUDH **trained 27 employees** and campus partners to become facilitators for the **Green Dot Bystander Intervention Training Program**. Over the course of the 5-day training, facilitators learned to engage a diverse audience of students, faculty, and staff on topics of sexual assault prevention and intervention. Once trained, Facilitators delivered over 20 trainings to target areas such as Athletics, Student Government, Residential Life, and Tutoring Services. Training evaluations demonstrated an overall increase in participant willingness to identify and intervene in potentially harmful events within and beyond our campus community.

In December 2020, CSUDH trained **8 campus leaders** to become facilitators for **Moving Beyond Bias**. The Moving Beyond Bias program equips facilitators to implement a 3-hour anti-bias workshop which challenges participants to identify and confront personal biases using scholarly data, immersive activities, and outcome-driven strategies. Moving Beyond Bias facilitators engaged in over 15 workshops for students and faculty, including department chairs. Overall, the program has yielded positive results and transformative experiences for attendees across the CSUDH campus.



Campus Partner : Center for Advocacy, Prevention, and Empowerment (CAPE)

Mayra Romo, M.A.

Associate Director

pronouns: she/her

Claudia Argüelles

Project Coordinator

pronouns: she/her



Campus Resources

(Confidential) CSUDH Center for Advocacy, Prevention, and Empowerment (CAPE). CAPE assists with private and confidential information and support related to sexual assault, intimate partner abuse, stalking, and sexual harassment.

CSUDH Student disAbility Resource Center (SdRC). The SdRC ensures that students with disabilities have full access to their educational, cultural, social, and physical facilities and programs. The Office of Equity and Inclusion may partner with the SdRC to ensure that students are provided the appropriate long-term academic accommodations or other adjustments.

CSUDH University Police. Campus Police assists with reporting crimes, including sexual assault, dating/domestic violence, and stalking. Campus police responds to all emergency incidents on campus.

CSUDH Student Health. Student Health offers appointments for students in need of medical care, including walk-in appointments, routine care, and other non-emergency health services.

(Confidential) CSUDH Psychological Services. Psychological Services offers private and confidential services for a wide-range of emotional, mental, or social health concerns.

CSUDH Basic Needs. Basic Needs assists with concerns related to food or housing insecurity.

CSUDH Affinity Centers. CSUDH has 5 affinity centers that aim to provide students with identity-based support, programming, and resources: Toro Dreamers Success Center, Rose Black Resource Center, Queer Culture Resource Center, Women's Resource Center, and Veteran's Resource Center.

(Confidential – Off Campus) Rainbow Services offers a 24-hour crisis hotline for concerns related to dating/domestic violence.

(Confidential – Off Campus) YWCA of Greater Los Angeles offers a 24-hour crisis hotline for concerns related to sexual assault.

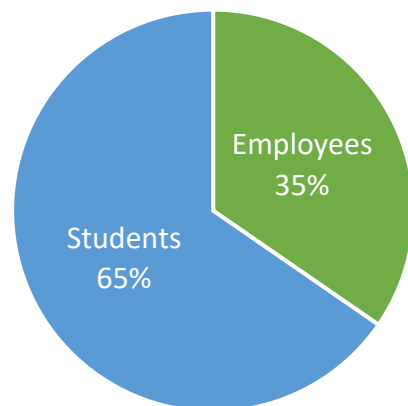
Response & Outreach

When a complaint is submitted to the Office of Equity Inclusion, we respond by sending an outreach letter to the affected party with information about support resources and reporting options.

Affected parties include students and employees who submit an incident report, typically through an online complaint form.



In 2020-2021, the Office of Equity and Inclusion sent **52 outreach letters** to 34 students and 18 employees.



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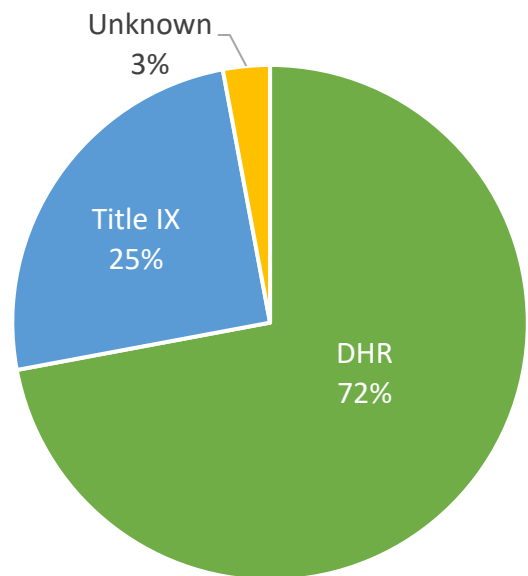
Complaints

The Office of Equity and Inclusion responds to complaints from students and employees concerning Sexual Misconduct, Sexual Harassment, Dating/Domestic Violence, Stalking, and Discrimination, Harassment and Retaliation (DHR).

In 2020-2021, there were **68 reports** of alleged Executive Order (EO) violations from **60 separate individuals**. Of the total reports, **49** were DHR related complaints, **17** were Title IX related complaints, and **2** were unknown complaints.

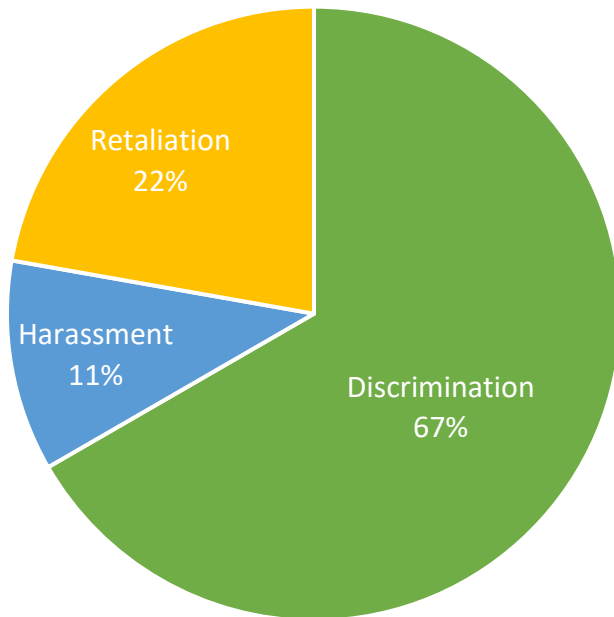
Reporting parties have several resolution options, and not all of them request a campus investigation. Additionally, some complaints do not fall under the scope of EO policies.

Complaints can also be referred to other departments or resolved through informal resolution.



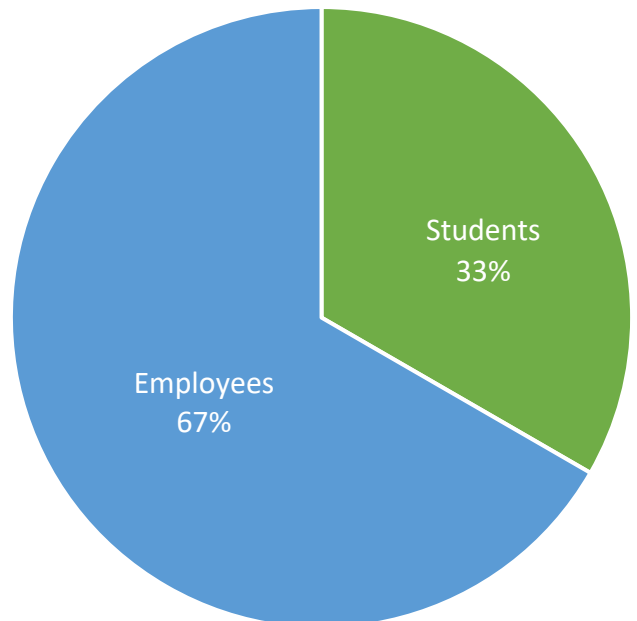
In 2020-2021, the Office of Equity and Inclusion conducted 6 investigations under EO 1097 and EO 1096

Investigations



The Office of Equity and Inclusion conducted 6 investigations in 2020-2021. Of the investigations conducted, there were 6 allegations of discrimination, 2 allegations of retaliation, and 1 allegation of harassment. There were 0 investigations involving sexual misconduct, dating or domestic violence, and stalking.

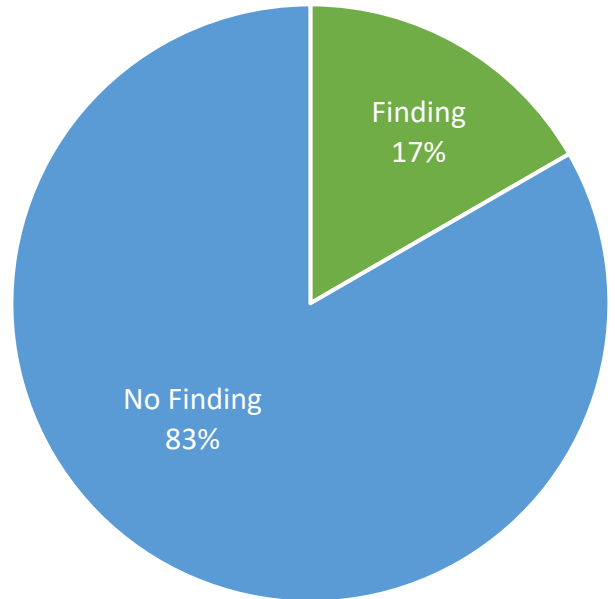
Reporting Parties (or Complainants) can be students or employees. In 2020-2021, there were 2 student Complainants and 4 employee Complainants.



In 2020-2021, most of the complaints were discrimination on the basis of race.

Findings

When a complaint is accepted for investigation, it is referred to the Title IX/DHR Investigator. The Investigator relies on Executive Order 1096 and 1097 policies and procedures to determine findings for an alleged policy violation. The standard of evidence used in investigations is called the “preponderance of the evidence,” or the greater weight of the evidence.



Of the complaints accepted for investigation, 5 resulted in no finding and 1 resulted in a finding.

Preponderance of the Evidence is defined in as “the greater weight of the evidence; i.e., that the evidence on one side outweighs, preponderates over, or is more than, the evidence on the other side.

In 2020-2021, most of the allegations were not supported with a finding of responsibility.

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)

Discrimination means Adverse Action taken against a Student by the CSU, a CSU employee, or another Student because of a Protected Status.

Harassment means unwelcome conduct, based on the Complainant's Protected Status, that is sufficiently severe, persistent or pervasive that its effect, whether or not intended, could be considered by a reasonable person in the shoes of the Complainant, and is in fact considered by the Complainant, as limiting her/his ability to participate in or benefit from the services, activities or opportunities offered by the University.

Protected Status includes Age, Disability (physical or mental), Gender (or sex), Genetic Information, Gender Identity (including transgender), Gender Expression, Marital Status, Medical Condition, Nationality, Race or Ethnicity (including color or ancestry), Religion or Religious Creed, Sexual Orientation, and Veteran or Military Status.

Retaliation means Adverse Action taken against a Student because the Student has or is believed to have:

- Exercised rights under this Executive Order;
- Reported or opposed conduct which was reasonably and in good faith believed to be in violation of this Executive Order;
- Assisted or participated in a policy-related investigation/proceeding regardless of whether the Complaint was substantiated; or,
- Assisted someone in reporting or opposing a violation of this Executive Order, or assisted someone in reporting or opposing Retaliation under this Executive Order.

EO 1095 Compliance Data

- The number of Sexual Misconduct, Dating and Domestic Violence, and Stalking reports received: **32**
 - **Sexual Assault/Sexual Misconduct: 9**
 - **Dating/Domestic Violence: 18**
 - **Stalking: 5**
- The number of Sexual Misconduct, Dating and Domestic Violence, and Stalking reports received in which a **Student** is the Respondent: **2**
- The number of Sexual Misconduct, Dating and Domestic Violence, and Stalking reports received in which an **Employee** is the Respondent: **2**
- The number of Sexual Misconduct, Dating and Domestic Violence, and Stalking reports received in which a **Third Party** is the Respondent: **12**
 - **Sexual Assault/Sexual Misconduct: 2**
 - **Dating/Domestic Violence: 8**
 - **Stalking: 2**
- The number of Sexual Misconduct, Dating and Domestic Violence, and Stalking reports received in which the Respondent is **Unknown/Unidentified: 16**
 - **Sexual Assault/Sexual Misconduct: 5**
 - **Dating/Domestic Violence: 10**
 - **Stalking: 1**
- The number of Sexual Misconduct, Dating and Domestic Violence, and Stalking reports **investigated: 0**
- The number of Sexual Misconduct, Dating and Domestic Violence, and Stalking reports **resolved without investigation**, including a description of the resolution and/or reason for no investigation: **32**
 - **Sexual Assault/Sexual Misconduct: 9**; 7 Complainants did not respond to outreach, 1 Complainant elected to remain confidential, and 1 Complainant requested a meeting and during the meeting, requested supportive measures only
 - **Dating/Domestic Violence: 18**; 18 Complainants did not respond to outreach
 - **Stalking: 5**; 3 Complainants did not respond to outreach, 2 Complainants requested a meeting and during the meeting, requested supportive measures only
- 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: **0**
- The number of Sexual Misconduct, Dating and Domestic Violence, and Stalking investigations in which the evidence was found insufficient to hold the Respondent responsible: **0**

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