

# OPHD/Title IX Updates

Staff Council  
October 15, 2024

Julie Vivas, J.D.  
Associate Vice President  
Office for the Prevention of Harassment and  
Discrimination

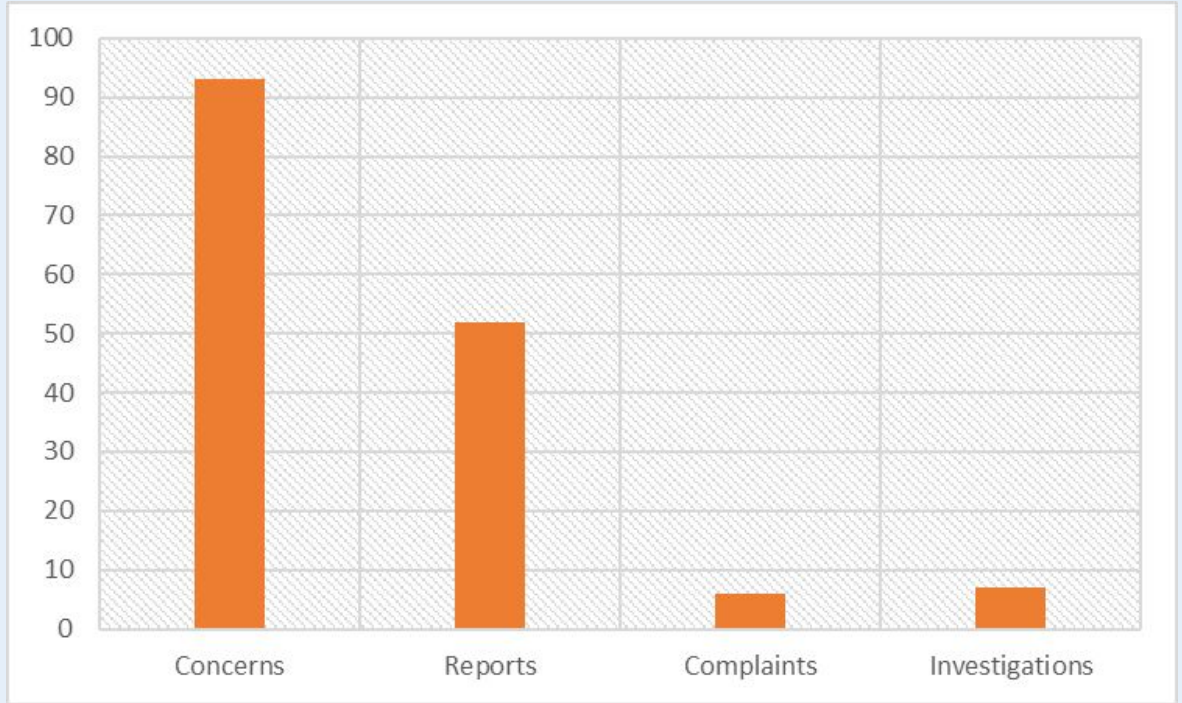
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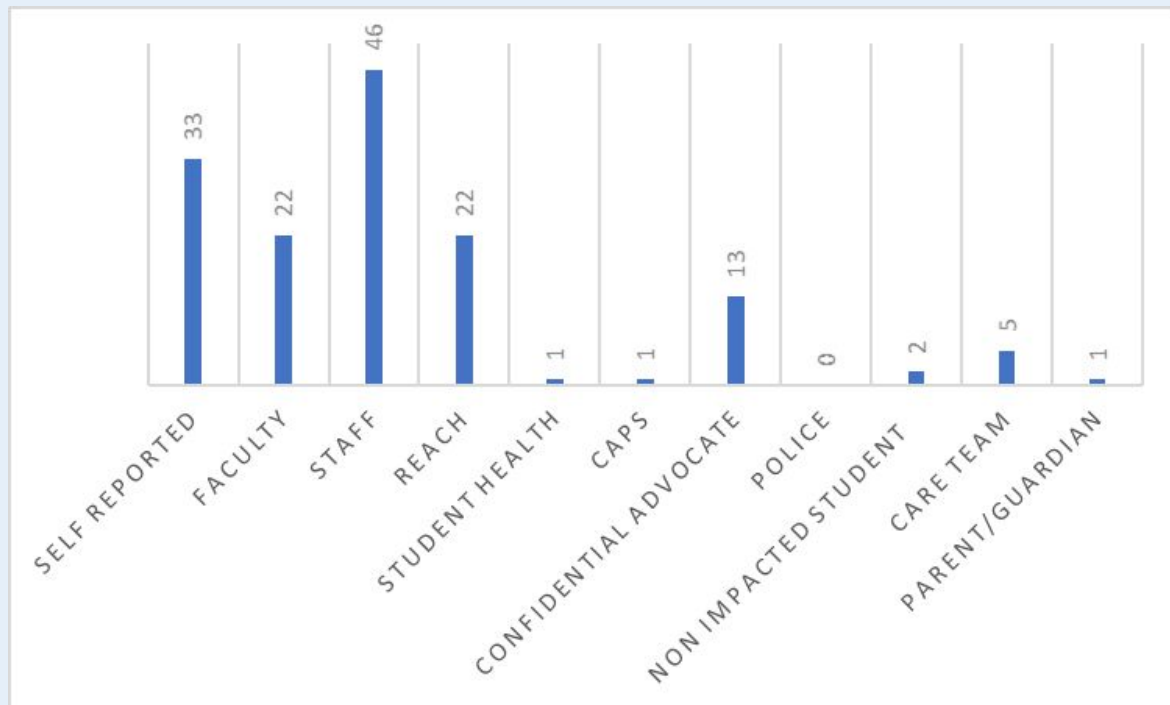
## 2023-2024 Annual Survey Numbers





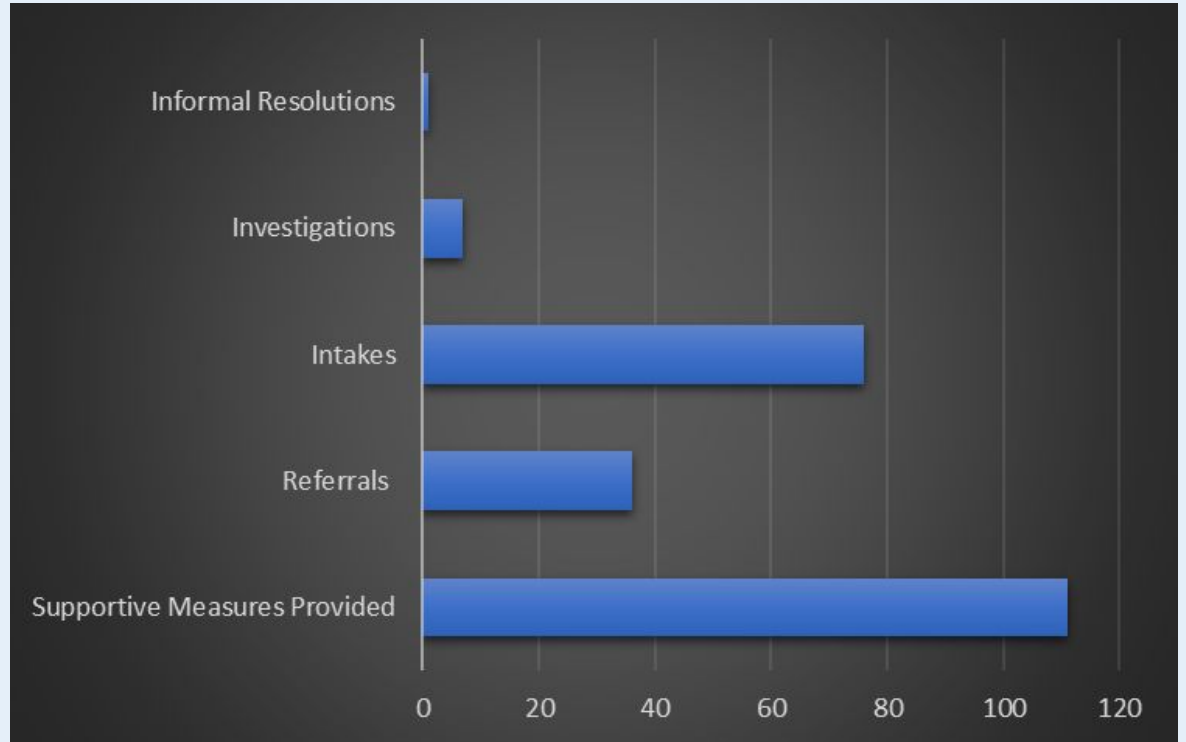
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## Reports to/Referrals: How issues came to OPHD

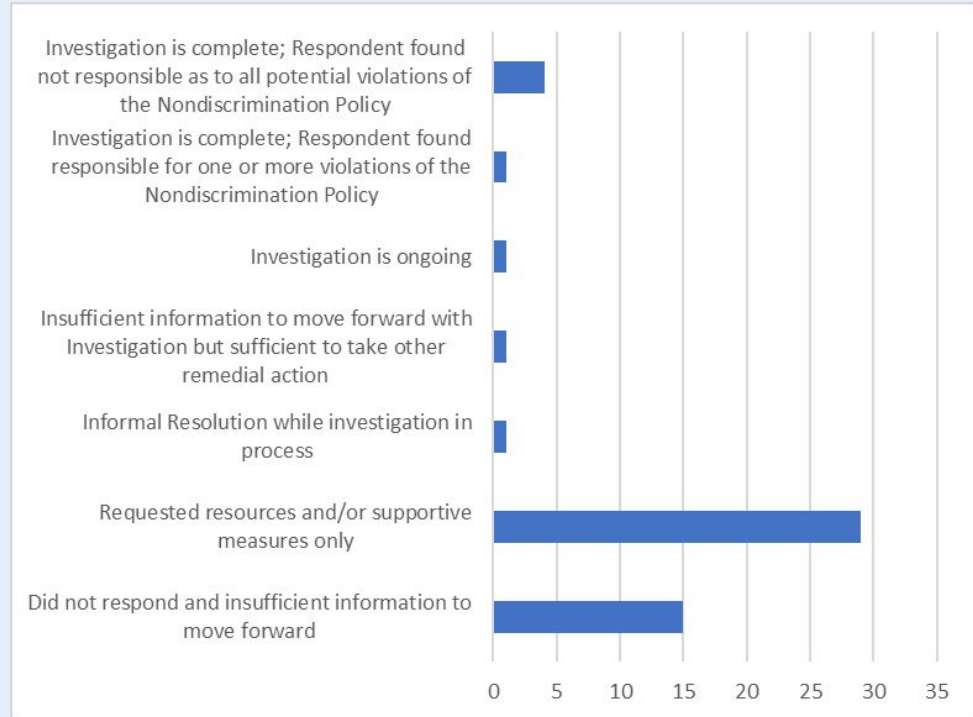


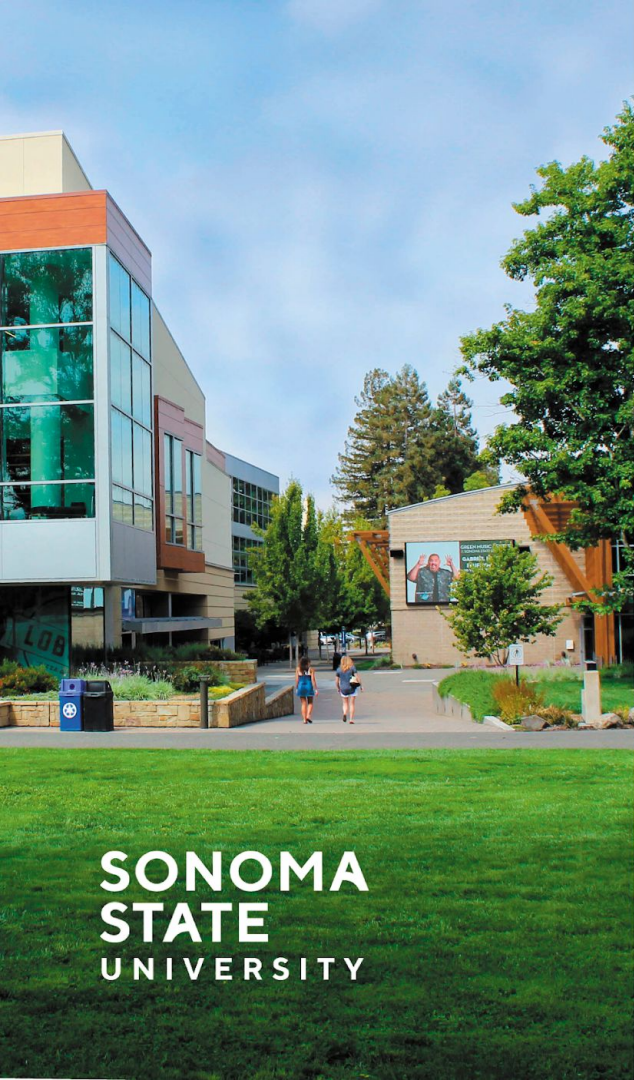


## Actions/Resolutions



# Outcomes/Closures





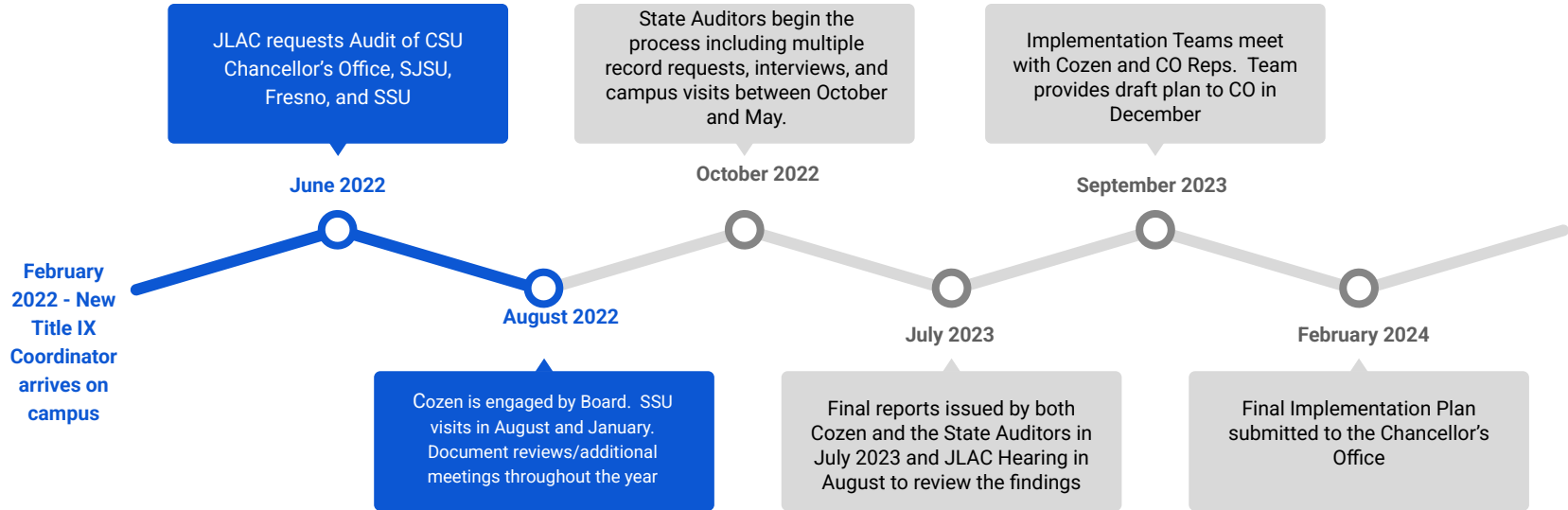
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## Types of of Sex-Based Harassment Reports

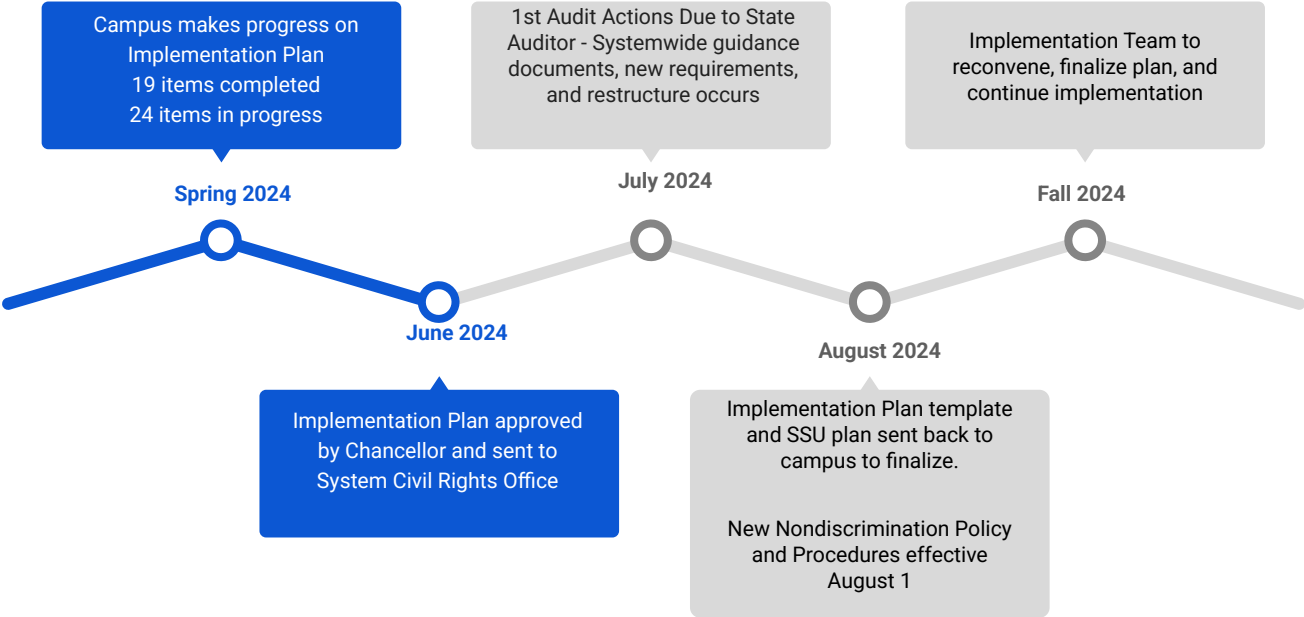


- Sexual Harassment - Hostile Environment
- Sexual Harassment - Quid Pro Quo
- Sexual Misconduct/Assault
- Stalking
- Dating Violence
- Domestic Violence
- Sexual Exploitation
- Prohibited Consensual Relationship

# Cozen/Audit Timeline



# Cozen/Audit Timeline Continued





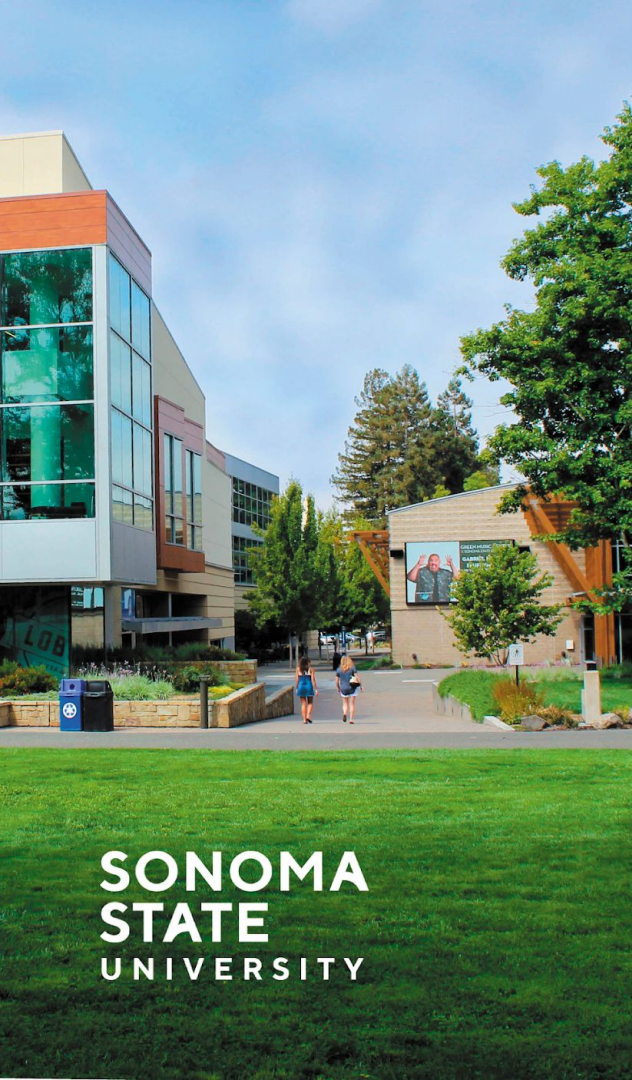
# Audit and Cozen Areas

## Systemwide

1. Coordination and Oversight
2. Infrastructure
3. Initial Assessment and Investigation Procedures
4. Timeliness of Investigation and Discipline Processes
5. Case File Documentation
6. Systemwide Data and Oversight
7. Letters of Recommendation
8. Trust Gap

## Sonoma State Specific Recommendations

1. Strengthening Internal Processes
2. Awareness and Visibility of OPHD
3. Prevention and Education
4. Responding to Other Conduct of Concern



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# 2024-2025 Implementation Team

- Julie Vivas, J.D., Associate Vice President, Office for the Prevention of Harassment and Discrimination & Title IX Officer/DHR Administrator
- Gerald Jones, J.D., Vice President, Student Affairs
- Erin Taylor, M.B.A., Director of Employee and Labor Relations
- Diane Guido, Ph.D., Associate Vice President of Faculty Affairs and Success
- Lauren Morimoto, Ph.D., Department Chair and Professor, Kinesiology
- Maricela Ibarra Aceves, M.A., Senior Credentials and Student Services Coordinator
- Vanessa Sanchez, ASI President



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## 2023-24 Progress Highlights

- Developed the Implementation and Communication Plans.
- Provided 95 educational opportunities in addition to the required online training. The opportunities include live workshops, educational campaigns, and tabling.
- Created a Peer Ambassador/Peer Education program to educate students about Consent and Bystander Intervention.
- Process improvements steps
- Restorative Practices Retreat and Training
- Processed and managed 144 reports to OPHD, including providing 111 Supportive Measures, 76 Intake Meetings, 36 Referrals, and 7 Investigations.
- Prevention/Education Coordinator position - Working on formalizing program and centralizing programming
- Assisted in the administration of the Cal OES and OVW grants, including being re-awarded the Cal OES grant for the 2024 calendar year.

# 2024 - 2025 Priorities

- ❖ Revision and Sharing of Final Implementation Plan
- ❖ Formalize the Prevention Program Strategic Plan and Peer Ambassador/Peer Education program
- ❖ Restorative Practices Rollout
- ❖ Respondent Services/Campus Advisors
- ❖ Prevention/Education - De-Siloing and Centralizing the Coordination and Planning of Programming
- ❖ Campus Awareness and Consistent Messaging Across Campus/Departments
- ❖ Review and Revision of Processes, Intake Slides, Trainings, Tracking System, Websites and Other Communications to align new Policy and Guidance
- ❖ Continued Collaboration and revision of processes with Campus Partners on Sharing of Information, Referral & Tracking, Hand Offs, MDT (Multidisciplinary Team), OCC (Other Conduct of Concern) Response, and Resolution Options



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## What can I do?

1. Take annual trainings
2. Request in person trainings/sessions for your departments or students
3. Attend events - encourage students to attend
4. Report possible violations of the Nondiscrimination Policy as required
5. If someone discloses they are pregnant (DO NOT ASK), tell them they can access modifications through OPHD and how to contact Julie
6. Live Seawolf Values - Be the change to culture you want to see