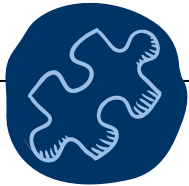
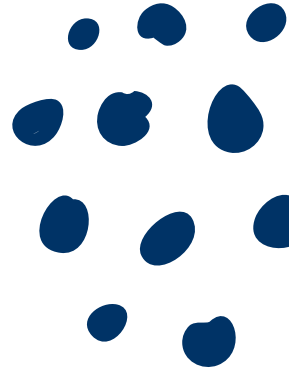




# OPHD/Title IX Update

Associated Students

March 25, 2025



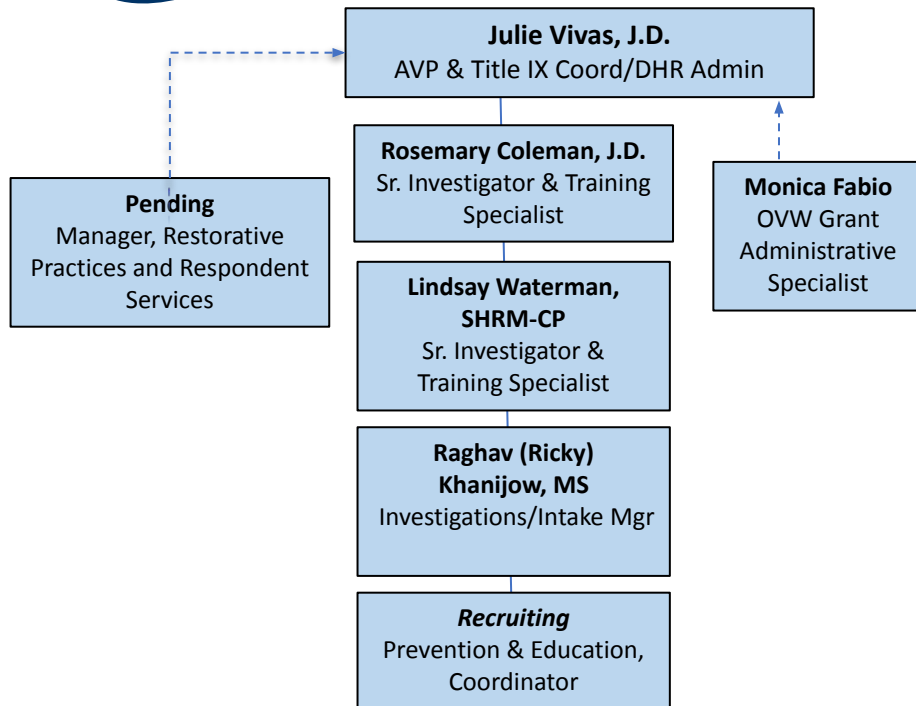
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Julie Vivas,  
Associate Vice President  
Office for the Prevention of  
Harassment and Discrimination





# Office for the Prevention of Harassment and Discrimination



## Administrative Processes – Response

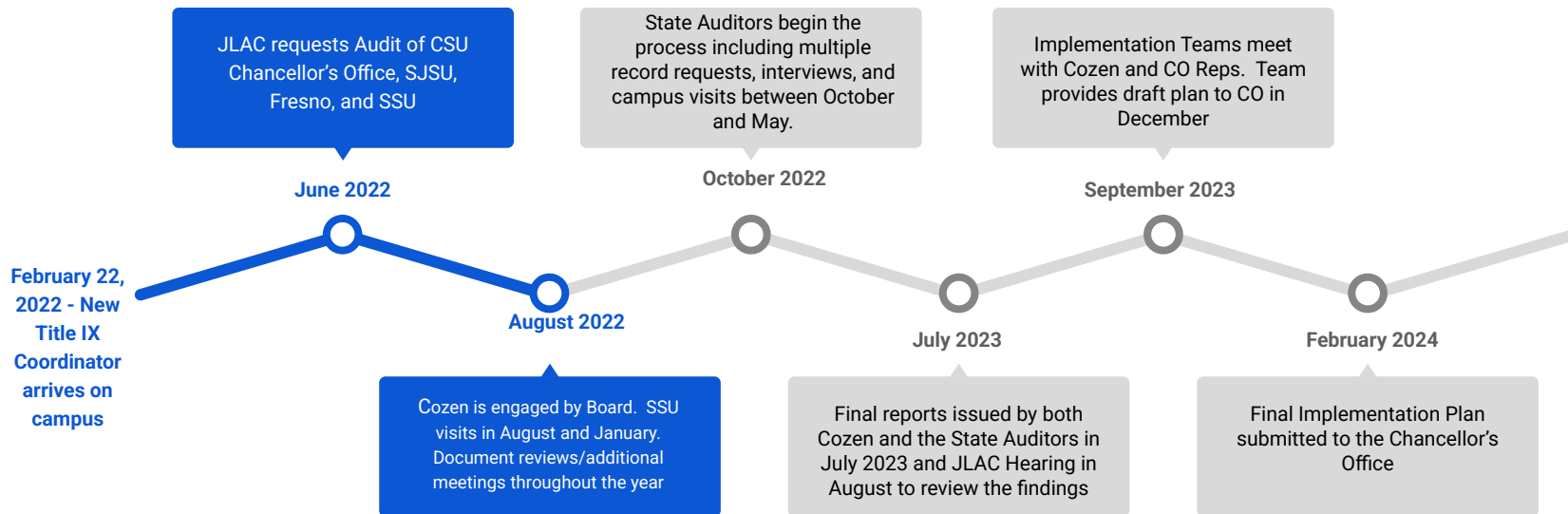
- Respond to Reports of SM/DHR
- Provide Resources and Supportive Measures
- Informal Resolutions and Early Resolution Agreements
- Formal Resolutions – Investigations and Hearings
- Partnering with Referrals

## Prevention and Education – Proactive

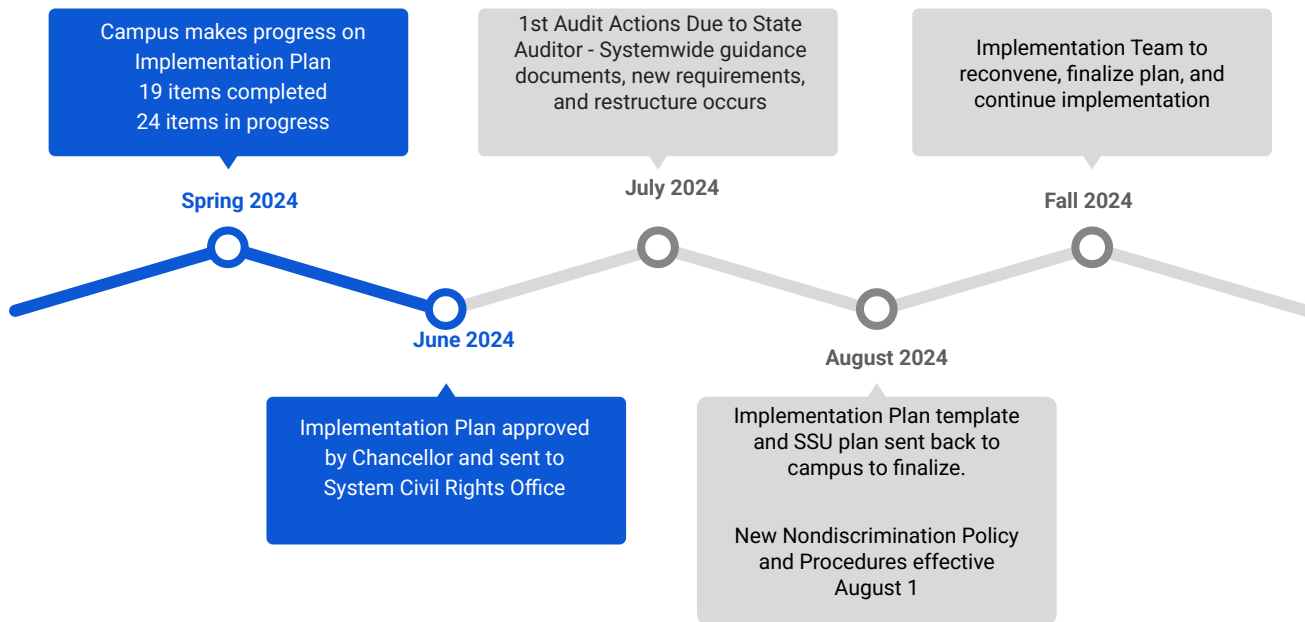
- Coordination of SM/SH/DV programming
- SMART
- Peer Ambassadors/Trainers
- Title IX PAC

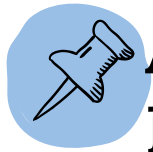
Center for Restorative Practices

# Cozen/Audit Timeline



# Cozen/Audit Timeline Continued





# Audit Findings & Recommendations

## Systemwide

1. Initial Assessment and Investigation Procedures
2. Timeliness of Investigation and Discipline Processes
3. Case File Documentation
4. Systemwide Data and Oversight
5. Letters of Recommendation

# Cozen Recommendations

## Systemwide Recommendations

1. Coordination and Oversight
2. Infrastructure Insufficient
3. Prevention, Education, Professional Development, Training, and Awareness
4. Other Conduct of Concern
5. Trust Gap - Accountability

## SSU Specific Recommendations

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



# 2024-2025 Cozen 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



# Progress Highlights

- Developed the Implementation Plan - available on OPHD Website
- 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 - Position
- 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



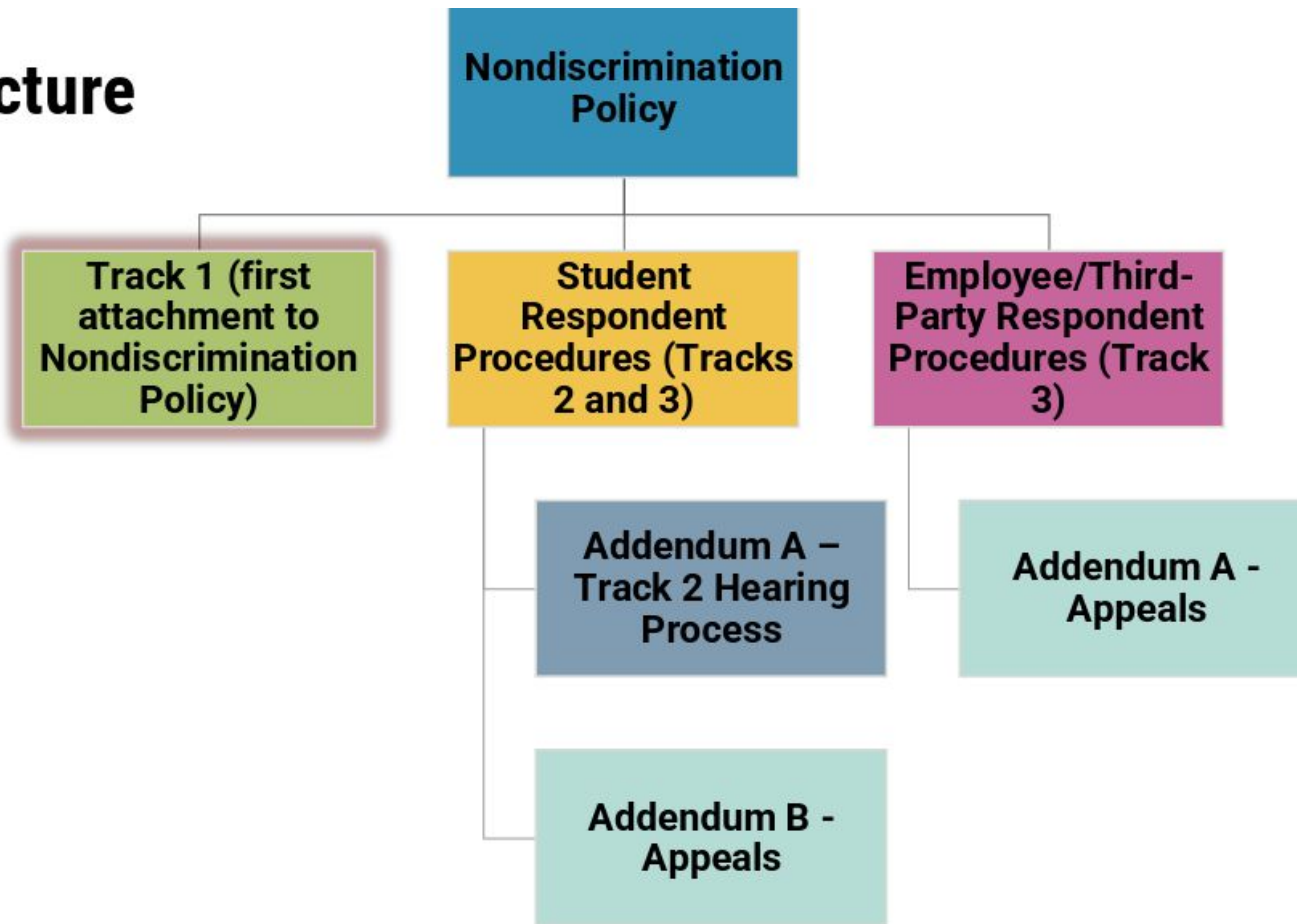
## Recent Changes in Federal Law and Guidance

- 2024 Regulations - vacated by a Federal Court - 2024 Nondiscrimination Policy has been revised + new DCLs
- The CSU has strongly affirmed our commitment to diversity, equity, inclusion, and accessibility
- New Interim Nondiscrimination Policy complies with both state and federal law
  - all of our previous protected categories remain protected



# Interim Nondiscrimination Policy – March 2025

## Structure



# OPHD Process - Spring 2025

## Disclosure

Possible violation or harm shared with Responsible Employee who (or person impacted) contacts OPHD via online form, email or call

## Outreach

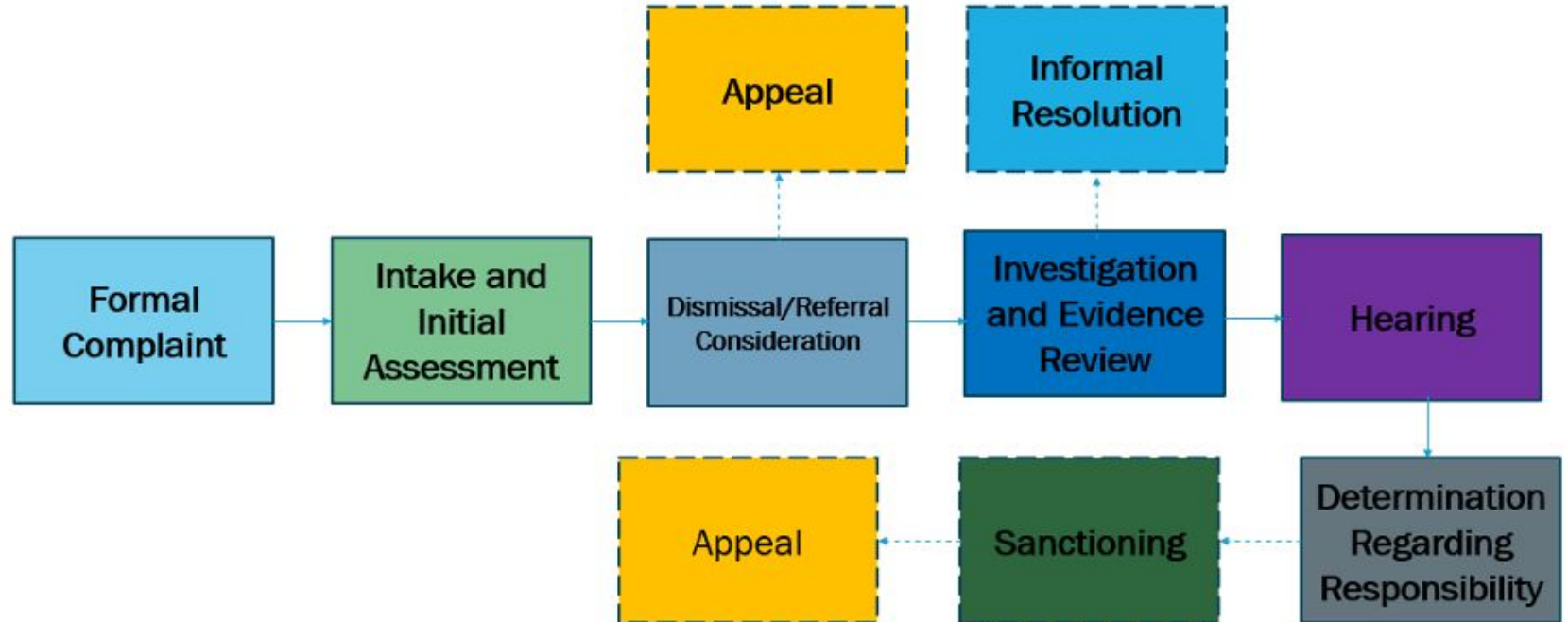
OPHD sends an outreach to impacted party - includes on and off campus resources & policy information

## Intake

Meeting with impacted party - provision of Supportive Measures, Resources, and Options

## Options

Formal Complaint - Investigation/Hearing, Informal Resolutions, Referrals - Can also initiate Criminal Process with PD





# April is Sexual Assault Awareness Month



- *Sexual Assault Awareness Month Kick-Off* | April 2nd | 11 am- 1 pm | Seawolf Plaza
- *Peer Ambassador & REACH SAAM Awareness Event* | April 7th | 4:30 pm | Casentino - Tuscany
- *Clothesline* | April 9th | 11 am - 1 pm | In front of Library
- *Awareness to Action: Bingo Night* | April 10 | 4:30 - 5:30 pm | Valley Rooms
- *Real Talk with the Peer Ambassadors & MECHA: Machismo and SAAM* | April 10th | 7:00 pm | The HUB
- *Clothesline* | April 16th | 11 am - 1 pm | In front of Library
- *Fraternity & Sorority Life SAAM Trivia Night* | April 16 | 4:30- 6:30 pm | Barrel Room
- *Real Talk with the Peer Ambassadors: Healthy Relationships in the Queer Community* | April 22nd | 5 - 6 pm | Barrel Room
- *Denim Day* | April 23rd | 11 am - 1 pm | Seawolf Plaza
- *Take Back the Night* | April 23 | 6 - 9 pm | Ballroom B/C and D
- *SAAM Culmination Celebration and Student Showcase* | April 30 | 4 - 6 pm | Cooperage





# Upcoming Priorities

- ❖ Continued Progress on the Implementation Plan
- ❖ Formalize the Prevention Program Strategic Plan and Peer Ambassador/Peer Education program
- ❖ Conflict Resolution Options - Restorative Practices next steps
- ❖ Respondent Services/Campus Advisors
- ❖ Campus Awareness and Campaigns
- ❖ 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 Referral & Tracking, Hand Offs, MDT (Multidisciplinary Team), OCC (Other Conduct of Concern) Response, and Resolution Options