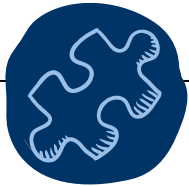
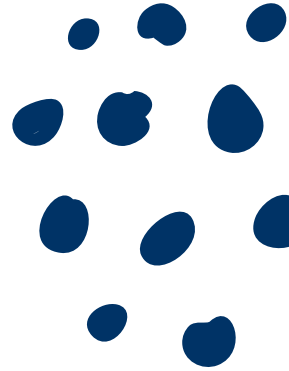




OPHD/Title IX Update

Academic Senate

September 26, 2024

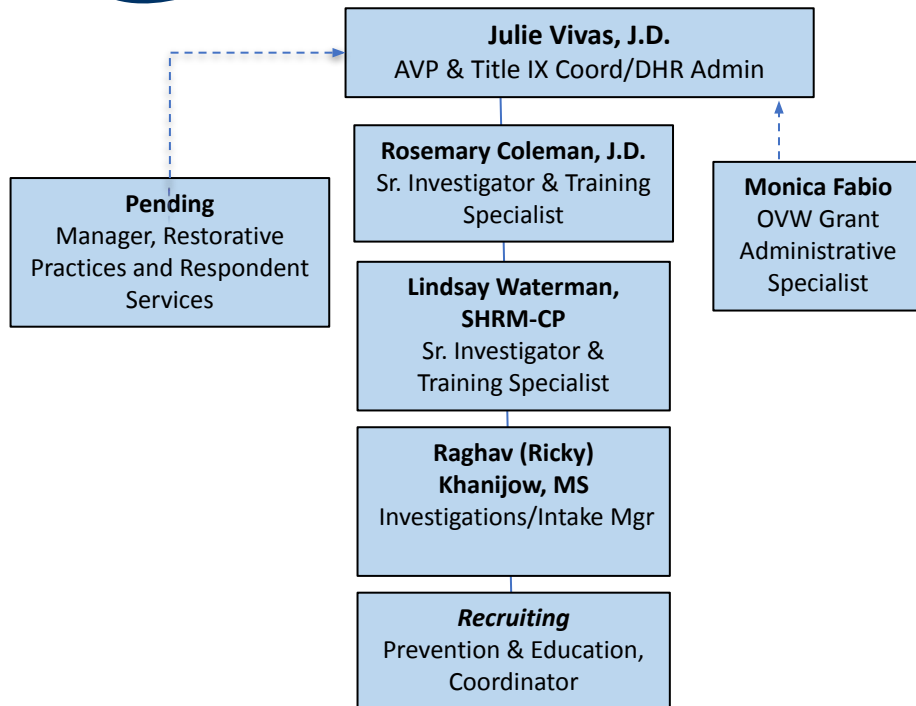


Julie Vivas,
Associate Vice President
Office for the Prevention of
Harassment and Discrimination





Office for the Prevention of Harassment and Discrimination



Administrative Processes – Response

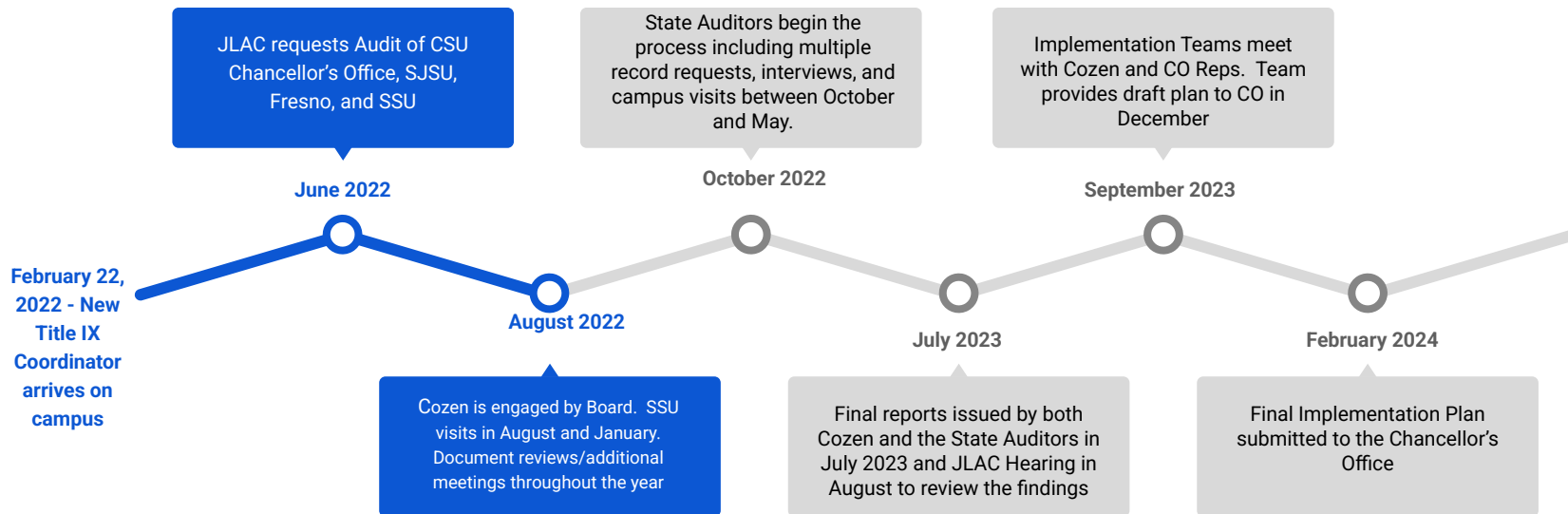
- Respond to Reports of SM/DHR
- Provide Resources and Supportive Measures
- Informal Resolutions and Early Resolution Agreements
- Formal Resolutions – Investigations and Hearings
- Partnering with Referrals

Prevention and Education – Proactive

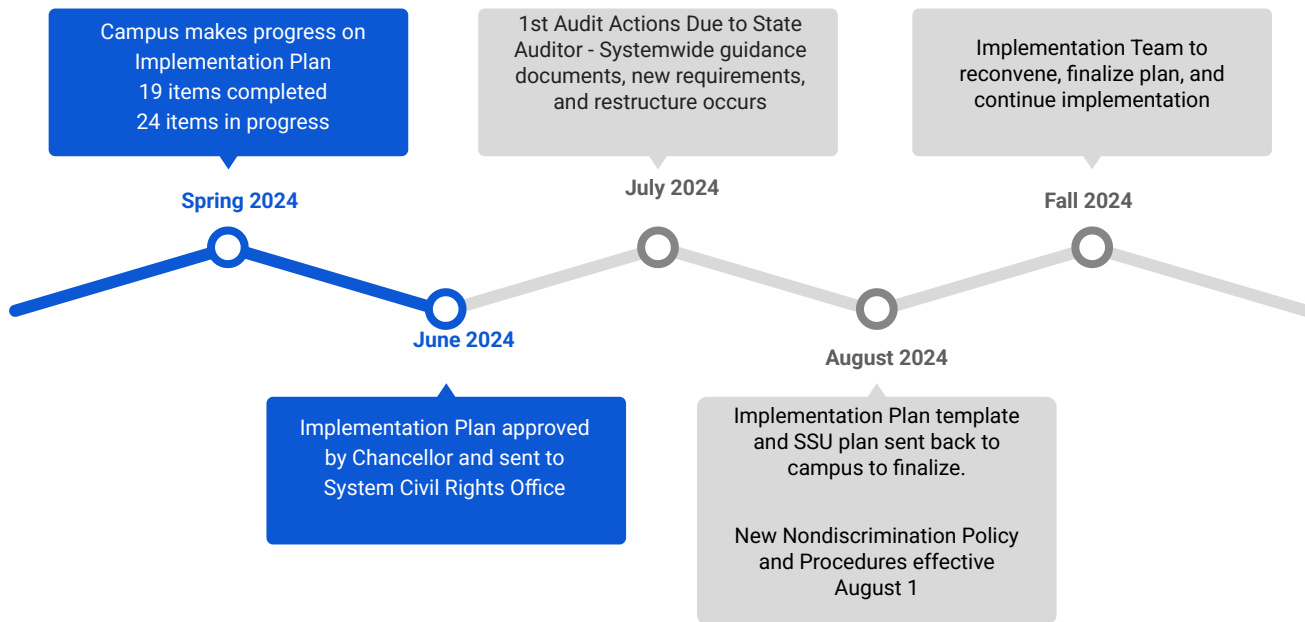
- Coordination of SM/SH/DV programming
- SMART
- Peer Ambassadors/Trainers
- Title IX PAC

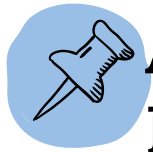
Center for Restorative Practices

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



Implementation Plan Status

SSU's Implementation Team identified 62 Items/Areas within our report to address.

With each item, the Team identified:

- Project Leader
- Stakeholder Offices
- Timelines
- Fiscal Impact
- Solutions

Status of Projects/Solutions:

- 19 Completed
- 29 In Progress
- 4 Identified to Begin Implementation in 2024-2025
- 10 Items relate to system wide process improvement - System working on



2023 - 2024 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
- ❖ Conflict Resolution Options - Restorative Practices next steps
- ❖ Respondent Services/Campus Advisors
- ❖ Prevention/Education - Working on formalizing program and continued centralizing the coordination and planning of programming
- ❖ 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