Updates: People, Culture and Institutional Affairs (PCIA)
Academic Senate, October 16, 2024

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Objective

To provide the Academic Senate with progress updates on the following priority initiatives in PCIA:

- o Title IX Implementation Plan/Interim Non-Discrimination Policy

- o Other Conduct of Concern

- o Establishment of Conflict Resolution and Ombuds Office Search

- o Principles of Community

Title IX Updates

- CSU State Auditor Findings

    Deadline to Comply- July 1, 2024

- Title IX Rules Released April 2024

    Deadline to Comply-August 1, 2024

    Injunctions issued against DOE

- Chancellor's Office Inaugural Title IX/DHR Program Compliance Review
    November 12-13, 2024

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Implementation Plan Updates

- CPP's Implementation Plan submitted to the Chancellor's Office in February 2024

- All Implementations Plans were reviewed by Chancellor Garcia

- Received a conditional approval June 17, 2024

- Approved September 10, 2024

- Publication to OEC Website in Progress

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Implementation Plan Updates (cont.)

- To date, 94 of the 123 recommendations have been completed. 29 are in Progress

- Monthly Implementation Team meetings reconvened in Fall 2024

- Concurrent subcommittee meetings
    - Infrastructure and Resources/Internal Protocols
    - Visibility and Awareness
    - Prevention and Education
    - Other Conduct of Concern

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Interim Non-Discrimination Policy

- "Interim"

- New names and separate documents
  - CSU Non-Discrimination Policy
  - CSU Non-Discrimination Policy-Student Procedures
  - CSU Non-Discrimination Policy-Employee Procedures

- **No TRACKS**

- **Effective August 1, 2024- NOT RETROACTIVE**

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Updated Definitions

- More Inclusive Definition of Protected Status
  - Gender, Gender Identity (including nonbinary or Transgender)
  - Pregnancy or related conditions
  - Sex (including Sex Stereotyping or Sex Characteristics)

- Updated definition of Discrimination

- Forms of discrimination
  - Differing Treatment
  - Disparate Impact

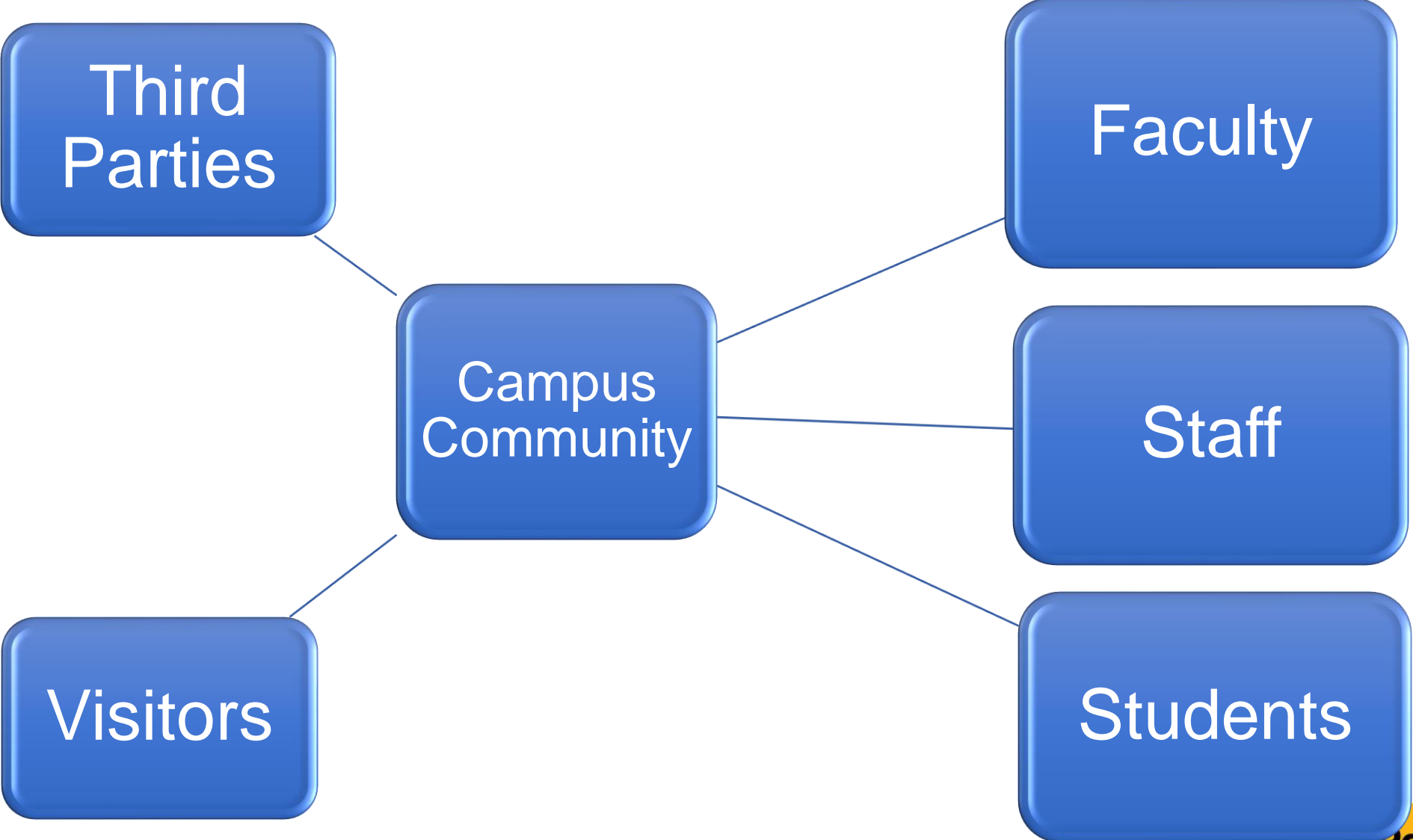- Retaliation

Other Conduct of Concern (OCC) - DRAFT

The CSU refers to conduct that is incongruous with CSU's shared values as "Other Conduct of Concern" (OCC). OCC includes one or more of the following:

• Conduct that is directed at a person because of their protected status, but that does not violate CSU's Nondiscrimination Policy because the conduct is not "severe," "pervasive" or "persistent" as defined by CSU policy and federal and state law.

• Conduct that is materially disruptive to the learning, living, or working environment of the CSU, but for which discipline likely may not be imposed because it constitutes protected speech or conduct.

• Conduct that is considered "abusive" as defined in Cal. Govt Code section 12950.1(h)(2) or otherwise unprofessional, for which discipline may be imposed in accordance with Education Code section 89535(b).
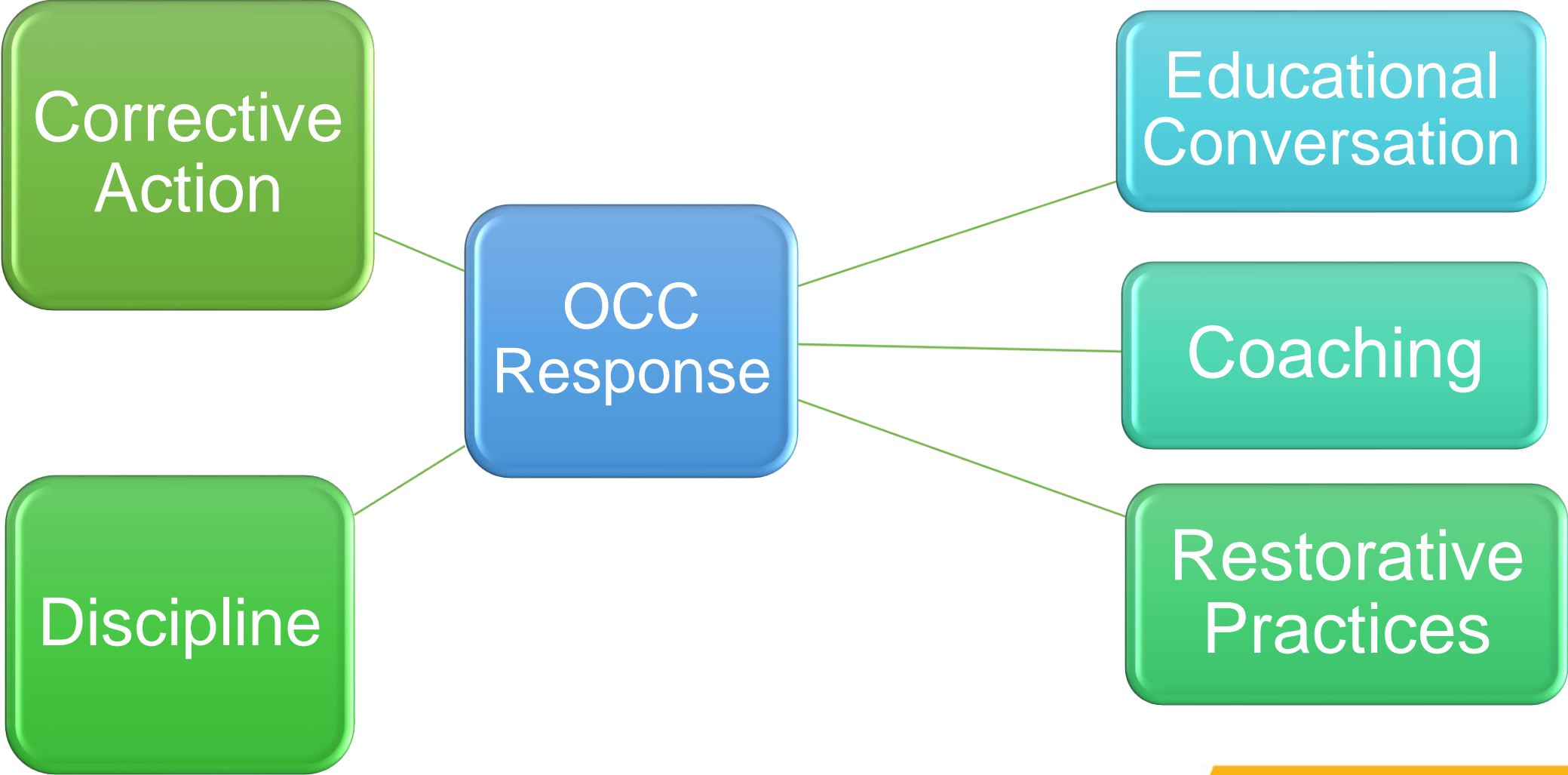
Other Conduct of Concern (OCC) - DRAFT

- **"abusive conduct"** means conduct of an employer or employee in the workplace, with malice, that a reasonable person would find hostile, offensive, and unrelated to an employer's legitimate business interests. Abusive conduct may include repeated infliction of verbal abuse, such as the use of derogatory remarks, insults, and epithets, verbal or physical conduct that a reasonable person would find threatening, intimidating, or humiliating, or the gratuitous sabotage or undermining of a person's work performance. A single act shall not constitute abusive conduct, unless especially severe and egregious.

Other Conduct of Concern (OCC) DRAFT

Third Parties

Faculty

Campus Community

Staff

Visitors

Students

Other Conduct of Concern (OCC) DRAFT

Corrective Action

Discipline

OCC Response

Educational Conversation

Coaching

Restorative Practices

Other Conduct of Concern (OCC) DRAFT

Partnership w/Resource Offices

Conflict Resolution & Ombuds

(Campus Community)

Faculty Affairs/Academic Deans

(Faculty)

Dean of Students/Student Conduct

(Students)

Office of Equity Compliance

(Campus Community)

Employee/Labor & Relations

(Staff)

Establishment of the Conflict Resolution & Ombuds Office - Timeline

September 2020

Announcement of Ombuds Office closure

December 2022

Senate Workgroup report

August 2023

Presentation to the Academic Senate at August Retreat

June 2024 – September 2024

Launched Summer **Conflict Resolution Learning Series**

Spring 2025

Anticipate new Ombuds will be in place

Academic Senate resolution

May 2022

Developed Ombuds Workgroup at the direction of Academic Affairs to create the CPP Ombuds role/responsibilities and JD.

March 2023

First Ombuds search

September 23 – March 24

Second Ombuds search underway.

Current status: Meeting with semi-finalists

September 2024 - Present

Summer Series – Understanding the Role of The Campus Conflict Resolution & Ombuds

- June/July – Conflict 101 & What would you do?
- August – Empathy Café: Building Skills to Support Community Building and Conflict Engagement.
- August – Ombuds Professionals Panel Discussion
- September – Facilitating Fairness

Summer Learning Opportunities (cpp.edu)

Principles of Community

- Reflect our aspirations for how we interact as a campus community.

- Developed by the CPP community and reflect what the *community* has said is important for our interpersonal interactions.

- Promote diversity, equity, inclusion, and respectful behavior in alignment with our campus values.
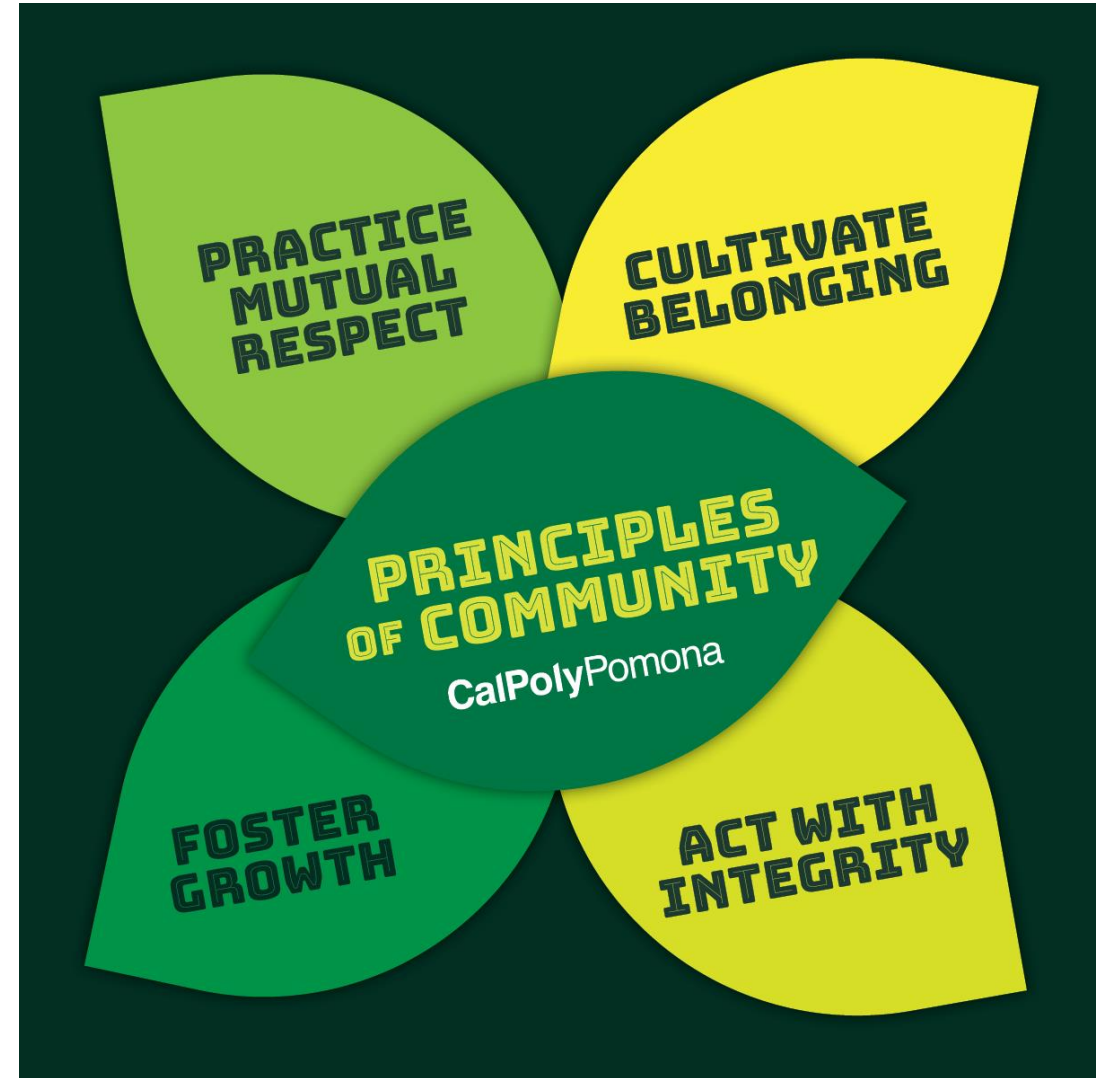

PRINCIPLES OF COMMUNITY
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Principles of Community AND Campus Values

Campus values and campus principles of community work together to shape the culture and environment of an educational institution.

- Campus values refer to the core beliefs and ethical standards that guide the overall mission and vision of the institution. **These values reflect what the campus community collectively deems important.**

- Campus principles of community, are specific guidelines and commitments that outline how members of the campus are **expected to interact with one another to foster a positive and inclusive environment.**

First Step in our journey:

Awareness and Understanding

Questions?