

# Title IX Annual Report 2024-25



California State University  
**MONTEREY BAY**

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## Department Overview

California State University, Monterey Bay is committed to maintaining an inclusive community that values diversity and fosters mutual respect. We are committed to providing equal access to education and employment for all students and employees.

Part of that commitment is compliance with federal, state, and city laws and policies within the United States, the state of California, and California State University.

Title IX of the Education Amendments of 1972 is a federal law that prohibits discrimination on the basis of gender and sex at educational institutions. The Violence Against Women Act (VAWA) is a federal act that aims to prevent gender-based sexual violence and harassment and requires educational institutions to respond to it when it occurs.

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

The CSU Non-Discrimination Policy, as well as CSU Executive Orders 1095, 1096 and 1097, detail how CSUMB prohibits discrimination, harassment and violence on the basis of sex or gender and promotes a safe and inclusive environment.

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

Title IX provides a neutral avenue for students, employees and third parties to report concerns and to have those concerns addressed. CSUMB takes allegations of Title IX violations seriously and works diligently to:

- Stop the reported behavior
- Prevent the behavior from happening again
- Remedy the effects of the behavior



## Title IX Staff

### **Nicholas Babaian**

Title IX Coordinator/DHR Administrator

Pronouns: he/him

As the Title IX coordinator/administrator for the CSUMB campus, Babaian oversees and coordinates investigations, responses and resolutions to Title IX and Discrimination, Harassment and Retaliation complaints. He develops and implements educational programs based on the protected categories and sexual harassment prevention, ensuring all employees, faculty, staff, students, and affiliated/non-affiliated parties understand their rights and, where applicable, responsibilities under CSU policies.

### **Ginger Buller**

Title IX/DHR Investigator

Pronouns: she/her

As the Title IX/DHR Investigator, Buller conducts and supports investigations into discrimination complaints, including Title IX, sexual misconduct, and EEO protected statuses; assists with case management, reporting, and tracking; and helps implement related education and training.

### **Raeshma Bedi**

Title IX/DHR Case Intake Specialist

Pronouns: she/her

As the Title IX/DHR Case Intake Specialist, Bedi oversees training and programs for Title IX/DHR and Clery. She coordinates department programming efforts, including collaborating with campus partners, representing the office for tabling, and overseeing office administration.

## Campus Partners

The Title IX office works with campus partners committed to creating an inclusive and safer community. These partnerships recognize and support the spectrum of individuals that co-exist in the campus community and in our lives.

- Campus Advocate
- Student Affairs
- Care Team
- Housing and Residential Life
- Human Resources
- Intercollegiate Athletics and Recreation
- University Police Department
- Student Conduct

# CSU Nondiscrimination Policy Updates

A recent federal court ruling and subsequent federal directive (“Dear Colleague Letter”) from the U.S. Department of Education Office for Civil Rights on Title IX regulations has required schools nationwide to immediately revise their nondiscrimination policies. The CSU has developed an interim Nondiscrimination Policy and Procedures designed to meet the changing federal requirements while also preserving its commitment to protecting its students and employees. You may access the interim Nondiscrimination Policy and Procedures using the links below. The Policy and Procedures are effective March 4, 2025.

[Interim CSU Nondiscrimination Policy](#)

[Student Respondent Procedures](#)

[Employee and Third-Party Respondent Procedures](#)

Moving forward, complaints will be processed through a three-track system that the CSU had most recently used in its 2023 procedures. The recent revision is intended to ensure that the CSU is in compliance with federal law, while maintaining other crucial revisions that were made in 2024, including those made in response to substantial community feedback to improve the policy’s clarity, use, and readability.

I want to emphasize that the CSU remains steadfast in its commitment to protecting its students and employees consistent with CSU values and California law. The CSU will continue to uphold its commitment to its Civil Rights mission: “To foster and sustain a welcoming and nurturing campus environment where all community members are safe, supported, and empowered. A university system whose diverse community of students, faculty, and staff are able to thrive, free from discrimination and harassment in all their dimensions.”

Who to Contact for Help at California State University, Monterey Bay:

Email - [titleix\\_dhr@csumb.edu](mailto:titleix_dhr@csumb.edu)

Website - <https://csumb.edu/title-ix/>

File a [report](#).

# Executive Order 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** is engaging in any sexual activity without first obtaining affirmative consent to the specific activity, whether or not the conduct violates any civil or criminal law. All sexual activity between members of the CSU community must be based on affirmative consent.

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 and 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.

- **Sexual assault** - an attempt, coupled with the ability, to commit a violent injury on the person of another because of that person's gender or sex.
- **Sexual battery** - 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.
- **Rape** - 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.)
- **Acquaintance rape** - 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.

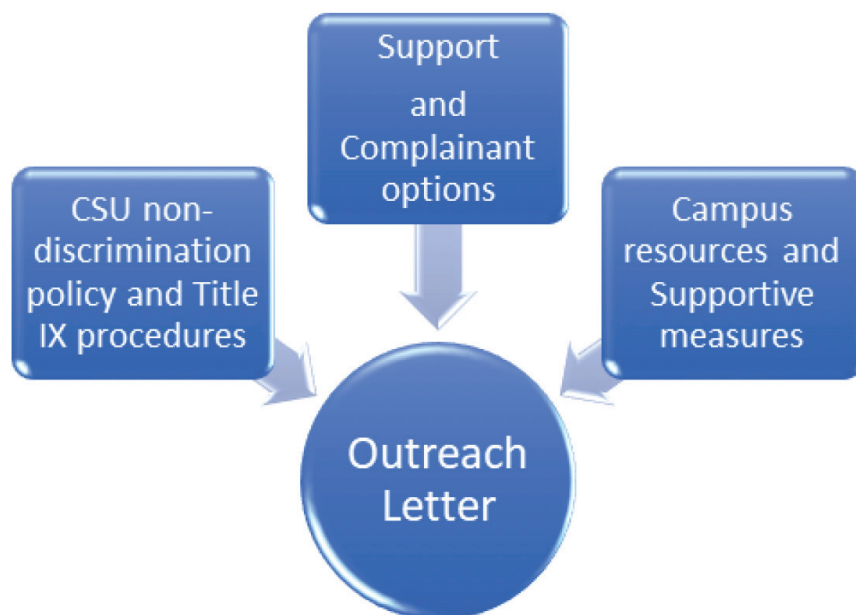
**Retaliation** means adverse action taken against a party because the party has or is believed to have:

- 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.

## Response and Outreach

When an incident report is submitted to the Title IX Office, an outreach letter is sent to the affected party with the following Title IX Information:

- Title IX information and the CSU non-discrimination policy;
- Complainant options and support; including trauma-based interviewing;
- Campus resources and supportive measures.





## Outreach Resources

**Care Team** - identifies students who may be experiencing distress or have concerns within the university community that could potentially impact students' well-being. Information is confidential.

**CSUMB Student Disability and Accessibility Center (SDAC)** - ensures that students with disabilities have full access to their educational, cultural, social, and physical facilities and programs. The Title IX Office may partner with the SDAC to ensure that students are provided the appropriate long-term academic accommodations or other adjustments.

**University Police Department (UPD)** - assists with reporting crimes including sexual assault, dating/domestic violence, and stalking. Campus police respond to all emergency incidents on campus.

**CSUMB Health and Student Services** - the three units comprising Health and Wellness Services — the Campus Health Center, the Personal Growth and Counseling Center, and Student Disability and Accessibility Center — strive to assist members of the CSUMB community in achieving and maintaining physical, mental, emotional and spiritual wellness.

**Additional Support** - CSUMB offers a list of additional internal and external support to the CSUMB community.



# Campus Resources



California State University  
**MONTEREY BAY**  
Title IX/Discrimination,  
Harassment & Retaliation

## Reporting Discrimination and Sexual Misconduct

### CSUMB

**Title IX / Discrimination,  
Harassment and Retaliation**  
titleix\_dhr@csumb.edu

Report concerning/discrimination  
behavior button on all csumb.edu  
pages

### University Police

Non-Emergency  
831-655-0268

### Emergency

Call 911

### Non-Campus

**United States Department  
of Education  
Office of Civil Rights**

800-421-3481  
ocr@ed.gov

**California Civil Rights  
Department**

800-884-1684  
calcivilrights.ca.gov

## Off-Campus Confidential Support

**Monterey County  
Rape Crisis Center**  
24/7  
831-375-4357

**YWCA**  
24/7  
831-372-6200  
831-757-1001

**National Sexual  
Assault Hotline**  
800-656-HOPE (4673)  
rainn.org

**National Crisis  
Text Line**  
Text "HOME" to 741741

**National Domestic  
Violence Hotline**  
800-799-SAFE (7233)  
thehotline.org

**National Suicide  
Prevention Hotline**  
800-273-8255  
TTY 800-799-4889

## Campus Confidential Support

Confidential means CSUMB officials  
will not be notified of allegations/  
concerns. Please remember that  
all other employees are mandated  
to report all known or suspected  
discrimination to the Title IX/DHR  
office.

### Campus Advocate

Lorelei Ahlmeyer  
831-402-9477  
campusadvocate@csumb.edu

### Union Representative

Must act in union  
representative capacity for  
providing advice to a member

### Personal Growth and Counseling Center

831-582-3969  
Building 80, Room 65  
csumb.edu/pgcc

## Well-Being Services

### Personal Growth and Counseling Center

831-582-3969  
Building 80, Room 65  
csumb.edu/pgcc

### Campus Health Center

831-582-3965  
Building 80, Room 10  
csumb.edu/health

### Nightwalk Services

Provides safety escort on  
campus any time of day  
831-582-3573

### Employee Assistance Program

800-367-7474  
csumb.edu/up/employee-  
assistance-program

### Forensic Exams

For forensic exam  
(collecting evidence for  
criminal investigation),  
contact the campus  
advocate, Monterey  
County Rape Crisis  
Center, or law  
enforcement. Exams  
are initiated by law  
enforcement with  
confidential options.

### Supportive Measures

Remember you can  
seek supportive  
assistance from  
the Title IX/DHR  
Office even if you  
don't wish to file a  
formal complaint or  
report.

## More Helpful Resources

### Otter Cross Cultural Center aka OC3

831-582-4685  
Otter Student Union  
Room 301  
9 a.m. to 5 p.m. M-F  
csumb.edu/oc3

### Office of Inclusive Excellence and Sustainability

831-582-3936  
csumb.edu/diversity

### Employee Disability Accommodation

831-582-3584  
Tide Hall  
csumb.edu/up/disability-accommodation

### Student Veterans Services

831-582-5720  
Building 47, Room H110  
9 a.m. to 5:30 p.m. M-F  
csumb.edu/veterans

### Student Disability Resources

831-582-3672  
Building 80, Room 110  
csumb.edu/sdr

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# Complaints and Resolution Options

When a complaint is filed, the investigator relies on procedures within the CSU non-discrimination policy to determine findings of alleged policy violations. The standard of evidence used in investigations is called the “preponderance of the evidence,” or the greater weight of the evidence.

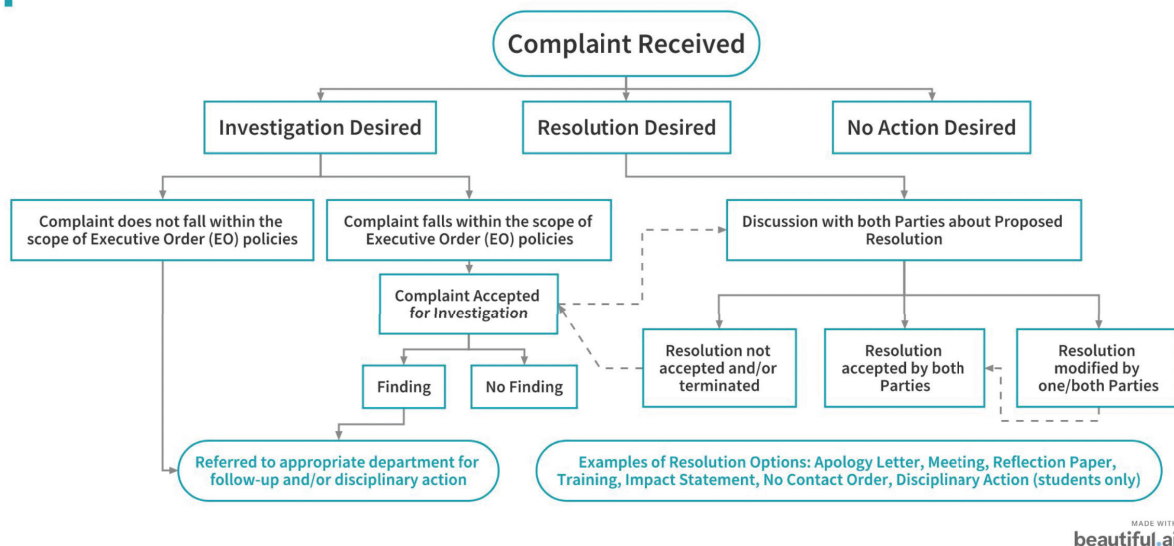
The preponderance of evidence definition means that the evidence presented must tip the scales in favor of the party with the burden of proof, showing that it is more probable than not that their claim is true.

Sometimes reports can be resolved without a formal investigation. Complainants have the option to request supportive measures without filing a formal complaint.

In 2024-25, 110 reports were received:

- 14 complainants requested supportive measures
- 41 complainants were unresponsive, 1 was unidentifiable
- 30 had insufficient information

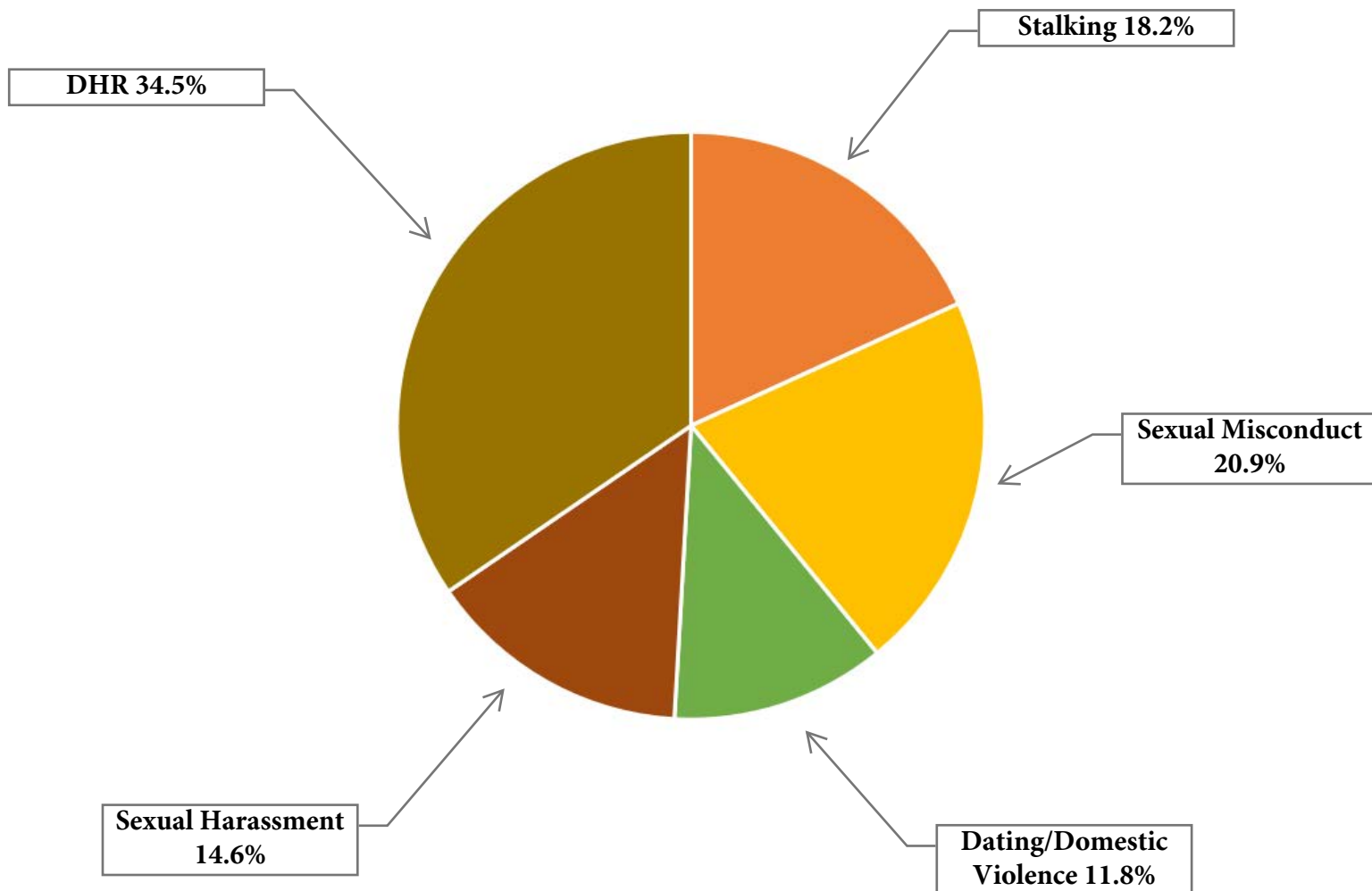
## Title IX & Discrimination, Harassment, and Retaliation Resolution Options



## Title IX Statistics

The Title IX Office received 110 reports in 2024-25:

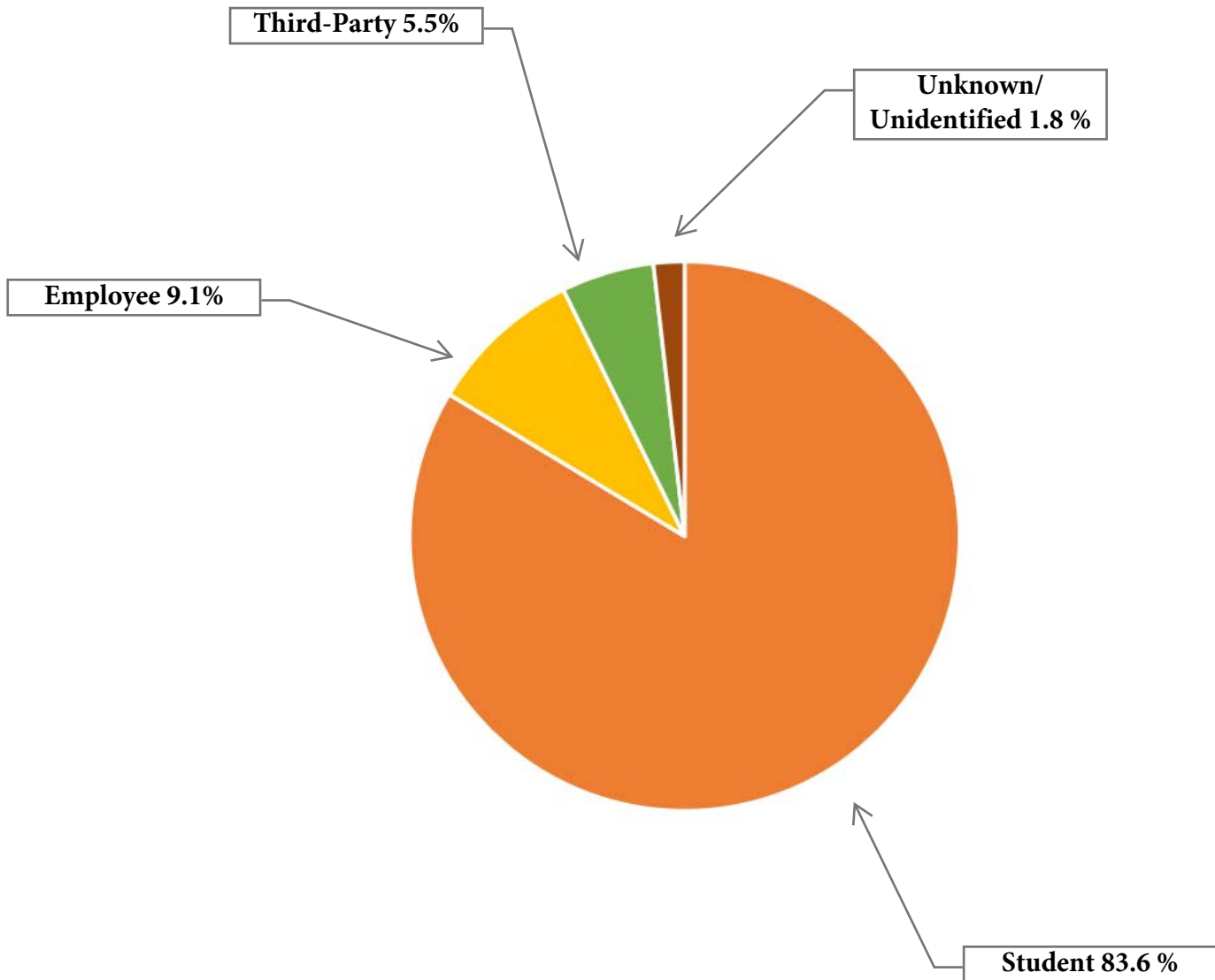
- 6 resulted in an investigation
- 20 were stalking allegations
- 23 were sexual misconduct allegations
- 13 were dating/domestic violence allegations
- 16 were sexual harassment allegations
- 38 were DHR allegations



## Title IX Complainants

Complainants can be students, employees, third parties, unknown or unidentified.

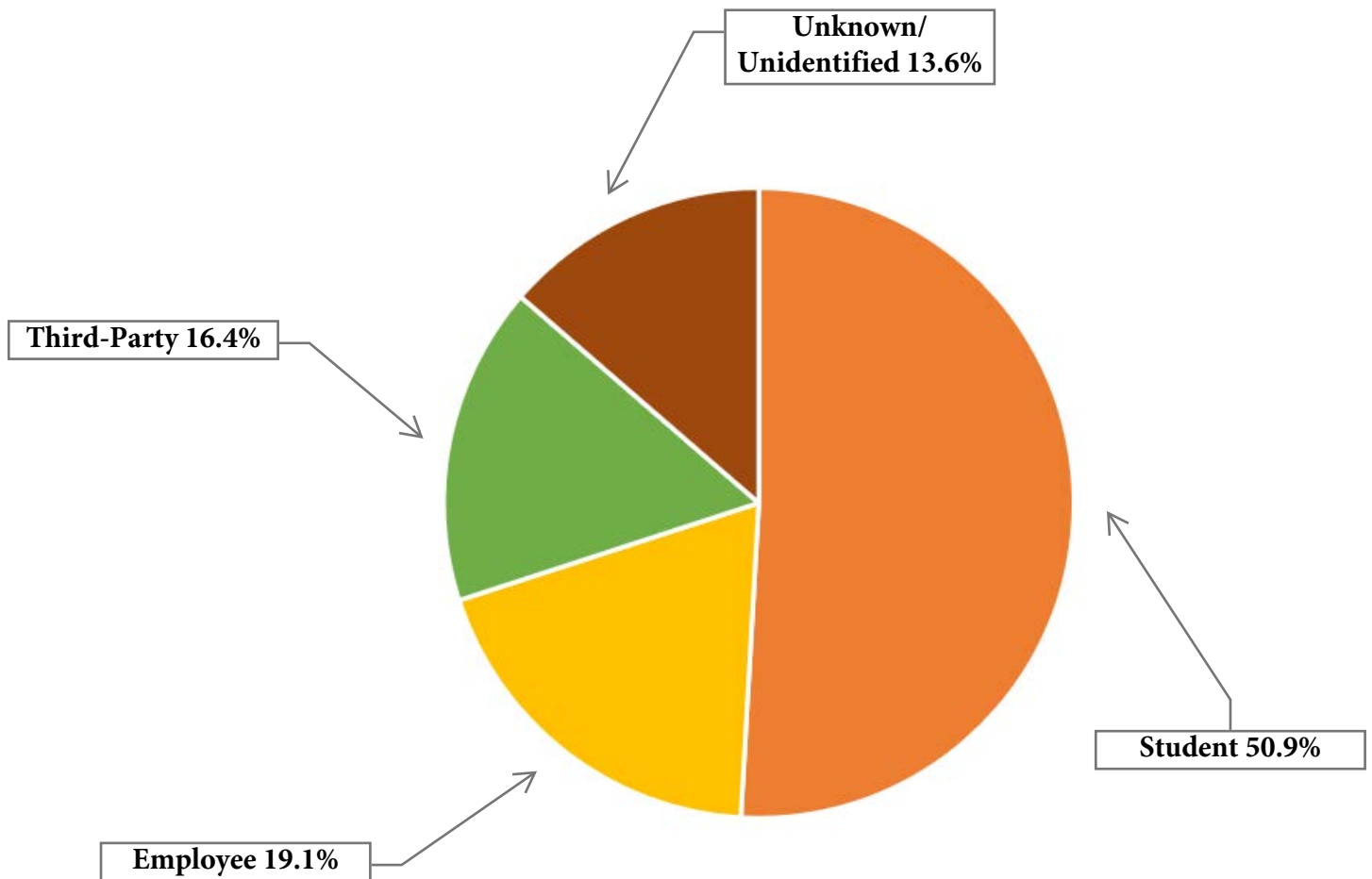
In 2024-25, there were 92 student complainants, 10 employee complainants, 6 third-party complainants, 2 unknown/unidentified complainants.





## Title IX Respondents

Respondents can be students, employees, third parties, unknown or unidentified. In 2024-25, there were 56 student respondents, 21 employee respondents, 18 third-party respondents, 15 unknown/unidentified respondents.



# 2024-2025 Civil Rights Annual Report Survey

This survey has two parts.

**Part I** asks about **Title IX and DHR program operations generally**, including the number and types of matters and the Title IX and DHR Office's efforts to address Concerns, Reports, Complaints, and Investigations.

**Part II** is intended to help campuses fulfill the new reporting requirements under **California Senate Bill 808 (SB 808)**, which became effective January 1, 2024.

We recommend that you refer to the **Final Annual Report Survey - July 2025 document** (PDF) as you complete this survey because it contains important guiding principles, definitions, and FAQs.

For **Part I** of the survey, please provide the requested information for the reporting period **July 1, 2024 to June 30, 2025**. For **Part II** of the survey, please provide the requested information for the reporting period **July 1, 2024 to June 30, 2025**. Please ensure that information is provided without disclosing any information that would reveal the identities of the parties involved.

Submission of this survey by October 1, 2025 fulfills the requirement to provide your Annual Report to the Chancellor's Office, as required by **Attachment B (Campus Title IX Coordinator Role and Responsibilities)** to the CSU Nondiscrimination Policy.

For any questions about the survey, including technical issues, please contact [civilrights@calstate.edu](mailto:civilrights@calstate.edu). Thank you.

## Part I

### \* 1. Campus

Monterey Bay

\* 2. Title IX Coordinator Name

Nicholas Babaian (October 07, 2024-Present); Raquel Bonilla (2022-November 2024).

\* 3. Title IX Coordinator Email Address

nbabaian@csumb.edu

4. Title IX Coordinator Phone Number

Title IX Coordinator Phone Number

\* 831-582-4089

\* 5. DHR Administrator Name

Nicholas Babaian (October 07, 2024-Present); Raquel Bonilla (2022-November 2024).

\* 6. DHR Administrator Email Address

nbabaian@csumb.edu

7. DHR Administrator Phone Number

DHR Administrator Phone Number

\* 831-582-4089

\* 8. How many **Concerns** did the Title IX/DHR Office receive during the Reporting Period (July 1, 2024, through June 30, 2025)?

168

\* 9. How many **Reports** did the Title IX/DHR Office receive during the Reporting Period (July 1, 2024, through June 30, 2025)?

Number of Reports Received

Title IX Conduct	72
DHR Conduct	38
Combination of both Title IX and DHR Conduct	0
<b>TOTAL</b>	110

- \* 10. How many **Reports** did the Title IX/DHR Office receive during the Reporting Period (July 1, 2024, through June 30, 2025) in which the **Respondent** was a Student, Employee, Third-Party, Unidentified/Unknown?

	<u>Student Respondent</u>	<u>Employee Respondent</u>	<u>Third Party Respondent</u>	<u>Unidentified/Unknown Respondent</u>
<b>TOTAL</b>	56	21	18	15

- \* 11. How many **Reports** did the Title IX Office receive during the Reporting Period (July 1, 2024, through June 30, 2025) involving a Repeat Respondent?

	<u>Repeat Student Respondent</u>	<u>Repeat Employee Respondent</u>	<u>Repeat Third-Party Respondent</u>
Title IX	3	2	0
DHR	0	0	1
Combination of both Title IX and DHR Conduct	0	0	0
<b>TOTAL</b>	3	2	1

- \* 12. How many **Reports** did the Title IX/DHR Office receive during the Reporting Period (July 1, 2024, through June 30, 2025) in which the **Complainant** was a Student, Employee, Third-Party, Unidentified/Unknown?

	<u>Student Complainant</u>	<u>Employee Complainant</u>	<u>Third Party Complainant</u>	<u>Unidentified/Unknown Complainant</u>
	92	10	6	2

## TOTAL

- \* 13. How many **Reports** did the Title IX/DHR Office receive during the Reporting Period (July 1, 2024, through June 30, 2025) in which:

	Complainant or Respondent, or both affiliated with Athletics	Complainant or Respondent, or both affiliated with Fraternity or Sorority Life	Complainant or Respondent, or both affiliated with other recognized student club or organization	The alleged conduct or some of alleged conduct occurred in on-campus housing	The alleged conduct (or some of it) occurred in the context of, or relates to the operations of a specific program or department
Title IX	1	0	1	26	0
DHR	2	0	0	3	2
Combination of both Title IX and DHR Conduct	0	0	0	0	0
<b>TOTAL</b>	3	0	1	29	2

- \* 14. Sexual-in-Nature/Intimate Partner Violence-related conduct (rather than conduct based on Gender, Gender Identity, or Sexual Orientation). Looking just at **Reports of Sexual Harassment (sexual-in-nature hostile environment and quid pro quo), Sexual Assault, Sexual Misconduct, Stalking, Dating Violence, Domestic Violence, Sexual Exploitation, and Prohibited Consensual Relationships** how many times were those forms of prohibited conduct reported (count the number of times reported rather than the number of incidents reported each time) during the Reporting Period (July 1, 2024, through June 30, 2025)?  
Note: The total for this question may exceed the total number of Reports of Title IX Conduct received by the Title IX/DHR office because a Report may involve more than one form of prohibited conduct.

## TOTAL

Sexual Harassment -

16



Hostile Environment	10
Sexual Harassment - Quid Pro Quo	0
Sexual Misconduct/Sexual Assault	23
Stalking	20
Dating Violence	4
Domestic Violence	9
Sexual Exploitation	0
Prohibited Consensual Relationship	0
<b>TOTAL</b>	<b>72</b>

\* 15. Protected Status Reports (including Gender, Gender Identity and Sexual Orientation).

Looking just at **Reports of Harassment and Discrimination based on Protected Status**, how many times were the following forms of Protected Status Harassment and Discrimination reported during the Reporting Period (July 1, 2024, through June 30, 2025)?

Note: The total for this question may exceed the total number of Reports received by the Title IX/DHR office because a Report may involve more than one form of prohibited conduct.

	<u>Harassment</u>	<u>Discrimination</u>
Age	0	4
Disability (physical or mental)	0	9
Gender (or sex)	1	0
Gender Expression	3	4
Genetic Information	0	0
Marital Status	0	0
Medical Condition	0	0
Nationality	0	0
Pregnancy and Related	0	0

Conditions	0	0
Race or Ethnicity (including color, caste, or ancestry)	7	6
	<u>Harassment</u>	<u>Discrimination</u>
Religion (or religious creed)	0	1
Sexual Orientation	3	0
Veteran or Military Status	0	0
<b>TOTAL</b>	14	24

\* 16. How many times was Retaliation reported during the Reporting Period (July 1, 2024, through June 30, 2025)?

0

\* 17. How many **Complaints** did the Title IX/DHR Office receive during the Reporting Period (July 1, 2024, through June 30, 2025)?

Number of Complaints Received

Title IX Conduct	5
DHR Conduct	14
Combination of both Title IX and DHR Conduct	0
<b>TOTAL</b>	19

\* 18. How many **Investigations** did the Title IX/DHR Office conduct during the Reporting Period (July 1, 2024, through June 30, 2025)?

Number of Investigations Conducted

Title IX Conduct	10
DHR Conduct	6
Combination of both Title IX and DHR Conduct	0

## TOTAL

16

- \* 19. Using the below chart, please indicate the status/resolution of the **Reports** received during the Reporting Period (July 1, 2024, through June 30, 2025) **and** those that were pending going into the Reporting Period:

**\*\*Please note this column should only be used for row one.**

	<u>Title IX Conduct</u>	<u>DHR Conduct</u>	<u>Combination of both Title IX and DHR Conduct</u>	<u>**Neither Title IX nor DHR Conduct (referred to another unit for appropriate action)</u>	<u>TOTAL</u>
Upon further review of the Report, the matter did not constitute a potential violation of the Nondiscrimination Policy and was referred to another campus unit to address	3	2	0	0	5
Identity of Complainant is unknown so unable to send outreach	1	0	0	0	1
Complainant did not respond to outreach and insufficient information to move forward	34	7	0	0	41
Complainant requested resources and/or supportive measures only	13	1	0	0	14
Complainant declined to file a formal complaint, and circumstances did not warrant Title IX Coordinator/DHR Administrator filing a formal complaint	26	14	0	0	30
Informal Resolution prior to Investigation commencing	0	0	0	0	0

Informal Resolution while Investigation in process (prior to a finding)	0	0	0	0	0
Insufficient information to move forward with Investigation but sufficient to take other remedial action (e.g., increased patrols, additional security cameras, updates to prevention programming, educational conversations)	0	0	0	0	0
The Report has been reported recently and there is insufficient information to determine what the resolution pathway may be	0	0	0	0	0
Investigation is ongoing	3	2	0	0	5
Notice of No Investigation issued/Discretionary dismissal of complaint	1	12	0	0	13
Investigation is complete but a determination regarding responsibility has not yet been reached	1	0	0	0	1
Investigation is complete; Respondent found responsible for one or more violations of the Nondiscrimination Policy	0	0	0	0	0
Investigation is complete; Respondent found not responsible as to all potential violations of the Nondiscrimination Policy	0	0	0	0	0
Other (please specify)	0	0	0	0	0
<b>TOTAL</b>	72	38	0	0	110

\* 20. For **Complaints that were resolved during the Reporting Period** (July 1, 2024, through June 30, 2025) and where the Respondent **was found responsible** for some or all of the alleged

conduct, please indicate the number of times each sanction/type of discipline was imposed during the reporting period. If an appeal remains pending, include the sanction imposed before appeal.

	<u>Title IX Conduct</u>	<u>DHR Conduct</u>	<u>Combination of both Title IX and DHR</u>
Student - Expulsion	0	0	0
Student - Suspension of 1 year or more	0	0	0
Student Suspension of less than 1 year	0	0	0
Student - Disciplinary Probation	0	0	0
Student - Other	0	0	0
Employee - Termination of Employment	0	0	0
Employee - Suspension without pay	0	0	0
Employee - Letter of reprimand	0	0	0
Employee - Other	0	0	0
Either Student or Employee - Education or Training	0	0	0

- \* 21. For **Investigations that were completed and where a determination regarding responsibility was reached during the Reporting Period** (July 1, 2024, through June 30, 2025), please specify which Track of the Nondiscrimination Policy was used to address the matter.

<u>Title IX Conduct</u>	<u>DHR Conduct</u>	<u>Combination of both Title IX and DHR Conduct</u>	<u>TOTAL</u>
3	0	0	3



Nondiscrimination Policy Track  
1 (determination regarding  
responsibility made by a  
hearing officer at a hearing that  
included live cross-examination  
through the parties' hearing  
advisors)

Nondiscrimination Policy Track  
2 (determination regarding  
responsibility made by a  
hearing officer at a hearing that  
included questioning facilitated  
by the hearing officer)

Nondiscrimination Policy Track  
3 (determination regarding  
responsibility made by the  
investigator)

2024 Procedures - Hearing\*

2024 Procedures - Non-  
Hearing\*

Other (please specify)

**TOTAL**

0

0

0

0

0

4

0

4

0

0

0

0

0

0

0

0

0

0

0

0

3

4

0

7

\* 22. Please specify the matters that are pending at the close of the reporting period (i.e., as of  
close of business on June 30, 2024).

Total

Reports

0

Complaints

0

Investigations

9

**TOTAL**

0

## PART II

\* 23. How many **Reports** of conduct that would potentially constitute **Sexual**

**Harassment (as defined in Part II of the PDF guide for this survey)** did the Title IX/DHR Office receive during the Reporting Period (July 1, 2024, through June 30, 2025)?

Number of Reports

39

- \* 24. How many **Complaints** of conduct that would potentially constitute **Sexual Harassment (as defined in Part II of the PDF guide for this survey)** did the Title IX/DHR Office receive during the Reporting Period (July 1, 2024, through June 30, 2025)?

Number of Complaints

4

- \* 25. How many **Investigations** into conduct that would potentially constitute **Sexual Harassment (as defined in Part II of the PDF guide for this survey)** did the Title IX/DHR Office conduct during the Reporting Period (July 1, 2024, through June 30, 2025)?

Number of Investigations

6

- \* 26. In the table below, enter the number of cases in each of the following timeframe categories.

For Investigations into conduct that would potentially constitute **Sexual Harassment (as defined in Part II of the PDF guide for this survey)** conducted during the Reporting Period (July 1, 2024, through June 30, 2025), how long did it take to **commence an Investigation after the Complaint was filed?**

## Time between when Complaint was filed and when the Investigation commenced

### Number of Cases

Less than two weeks	5
Two weeks to one month	1
One to three months	0
Three to six months	0
Six to 12 months	0
Twelve to 18 months	0
More than 18 months	0
Complaint has been filed but investigation has not begun as of end of the Reporting Period	0

- \* 27. In the table below, enter the number of cases in each of the following timeframe categories.

For Investigations into conduct that would potentially constitute **Sexual Harassment (as defined in Part II of the PDF guide for this survey)** conducted during the Reporting Period (July 1, 2024, through June 30, 2025), how long did it take **from the beginning of an investigation to the completion of a final investigation report?**

### Number of Cases

Less than six months	1
Six to 12 months	1
Twelve to 18 months	1
More than 18 months	0
Investigation is ongoing as of the end of the Reporting Period	2

- \* 28. Using the below chart, please indicate how many **Complaints of conduct** that would

potentially constitute **Sexual Harassment** (as defined in Part II of the PDF guide for this survey) were **resolved during the Reporting Period (July 1, 2024, through June 30, 2025):**

Number

An informal resolution was agreed to by the Complainant and Respondent 0

A hearing was convened and a decision was rendered by the decisionmaker 0

A hearing is scheduled but has not yet occurred, or a hearing has occurred but the decision maker has not yet rendered a decision 3

Some other resolution (please specify) 0

- \* 29. For **outcomes of employee discipline appeals (processes outside of the Nondiscrimination Policy) that were completed during the Reporting Period (July 1, 2024, through June 30, 2025) and that relate to Investigations involving allegations of Sexual Harassment, as defined above**, please specify which outcome of discipline appeal occurred if an employee respondent elects to appeal a discipline sanction as a result of the complaint through the appeal process provided by the employee's collective bargaining agreement or pursuant to Sections 89539 and 89542.5.

Number

Appeal to Faculty Hearing Committee (FHC), Discipline Sustained by President in agreement with the FHC 0

Appeal to Faculty Hearing Committee (FHC), Discipline Sustained by President against the recommendation of the FHC, t/f arbitrable 0

Appeal to Faculty Hearing Committee (FHC), Discipline Modified by President in agreement with the FHC 0

0

Appeal to Faculty Hearing  
Committee (FHC), Discipline  
Modified by President against  
the recommendation of the  
FHC, t/f arbitrable

Appeal to Faculty Hearing  
Committee (FHC), Discipline  
Voided by President in  
agreement with the FHC

0

Appeal to Faculty Hearing  
Committee (FHC), Discipline  
Voided by President against  
the recommendation of the  
FHC, t/f arbitrable

0

Appeal to Faculty Hearing  
Committee (FHC), Discipline  
Sustained \*in part/Voided \*in  
part/Modified \*in part by  
President in agreement with  
the FHC [\*This could be true  
for SPB/Arb matters also]

0

Appeal to Faculty Hearing  
Committee (FHC), Discipline  
Sustained \*in part/Voided in  
part/Modified in part by  
President. Any portion which  
deviates from the  
recommendation of the FHC is  
arbitrable by employee.

0

- \* 30. Please upload a list (PDF) of employee positions at your campus that are **exempt** from responsible employee reporting requirements.

1. [925282-150461608-Memorandum-on-Exempt-Employees-1.pdf](#)

### 31. Comments:

Question 27. One investigation was discretionarily dismissed under Article IV.B of the Track 1: Federal Mandated Hearing Process on the basis that the specific circumstances of the case prevented the campus from gathering evidence necessary to reach a determination.

Question 28. One investigation was discretionarily dismissed under Article IV.B of the Track 1: Federal Mandated Hearing Process on the basis that the specific circumstances of the case prevented the campus from gathering evidence necessary to reach a determination.



