



CALIFORNIA STATE UNIVERSITY
BAKERSFIELD

Interim CSU Policy Prohibiting Discrimination, Harassment, Sexual Misconduct, Sexual Exploitation, Dating Violence, Domestic Violence, Stalking, and Retaliation

CSU Bakersfield Policy

Document Number: EIC-01.0001

Last Revision Date: 12/24/2021

Responsible Office: Division of Equity,
Inclusion, and
Compliance

Effective Date: 1/1/2022

Primary Author: Director of Equity,
Inclusion, and
Compliance

General Description

Purpose:

Article I. Statement of Values

The California State University (CSU or University) is committed to maintaining an inclusive and equitable community that values diversity and fosters mutual respect. We embrace our community differences in Age, Disability (physical and mental), Gender (or sex), Gender Identity (including nonbinary and transgender), Gender Expression, Genetic Information, Marital Status, Medical Condition, Nationality, Race or Ethnicity (including color, caste, or ancestry), Religion (or religious creed), Sexual Orientation, Veteran or Military Status. All Students and Employees have the right to participate fully in CSU programs, activities, and employment free from Discrimination, Harassment, Sexual Misconduct, Sexual Exploitation, Dating Violence, Domestic Violence, Stalking and Retaliation.

Article II. Prohibited Conduct Covered Under this Policy

The CSU prohibits the following conduct, as defined in Article VII.

- A. Discrimination based on any Protected Status: i.e., Age, Disability (physical and mental), Gender (or sex, including sex stereotyping), Gender Identity (including transgender), Gender Expression, Genetic Information, Marital Status, Medical Condition, Nationality, Race or Ethnicity (including

color, caste, or ancestry), Religion (or religious creed), Sexual Orientation, and Veteran or Military Status.

- B. Harassment based on any Protected Status.
- C. Sexual Harassment, including hostile environment and *quid pro quo* ("this for that").
- D. Dating Violence, Domestic Violence, Sexual Exploitation and Stalking.
- E. Sexual Misconduct.
- F. Prohibited Consensual Relationships.
- G. Retaliation for exercising rights under this policy, opposing conduct that a person believes in good faith is Discrimination or Harassment because of a Protected Status, or for participating, in any manner, in any related investigation or proceeding.

Article III. Policy Implementation

This policy is established in compliance with:

- Title VI and Title VII of the Civil Rights Act of 1964;
- Title IX of the Education Amendments of 1972, Nondiscrimination on the Basis of Sex in Education Programs or Activities Receiving Federal Financial Assistance (34 C.F.R. 106.);
- The California Equity in Higher Education Act;
- The Violence Against Women Reauthorization Act of 2013 (which amends the Jeanne Clery Disclosure of Campus Security and Campus Crimes Statistics Act, commonly known as the Clery Act) (VAWA) under its Campus Sexual Violence Elimination Act provision (Campus SaVE Act);
- Section 504 of the Rehabilitation Act of 1973;
- Title II of the Americans with Disabilities Act of 1990;
- The Age Discrimination Act of 1975; and
- Other applicable state and federal laws which prohibit Discrimination, Harassment, Sexual Misconduct, Sexual Exploitation, Dating Violence, Domestic Violence, Stalking, and Retaliation.

Scope:

Policy applies to all faculty, staff, and students.

Policy/Procedure

Read the full [CSU Policy text](#).

Related Documents

Related Content:

<https://calstate.policystat.com/policy/10926024/latest/#autoid-nrmxn>

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