

We recommend that Chico State form a Prevention and Education Oversight Committee, identify a dedicated prevention and education coordinator, and engage in strategic planning to provide holistic programming to address issues related to discrimination and harassment, including sexual and gender-based harassment and violence.

Responding to *Other Conduct of Concern*:³ As with other CSU universities, community members at Chico State raised consistent concerns about the institutional response to forms of conduct that fall outside of the Nondiscrimination Policy. Chico State has no consistent and formalized mechanism for navigating these behaviors, which we refer to as *other conduct of concern*. We understand that there is no infrastructure or consistent process in place to respond meaningfully, particularly with respect to faculty conduct. Although the university used to have an Ombudsperson, we learned that the Ombuds role was not seen as effective, in part because it was insufficiently resourced/staffed. Additionally, EODR used to have a Director of Adaptive Resolutions who was responsible, among other things, for handling disputes (including certain bias-related incidents) using concepts of restorative justice. Due to employee turnover, this position is now vacant and there is an [open search](#) for the replacement. We recommend that Chico State fill the open position and work closely with the Chancellor's Office to develop a formal process to address reports of *other conduct of concern*. In developing this formal process, attention should be paid to strengthening and expanding competencies regarding conflict resolution, restorative justice, and other remedial responses; creating a centralized and

³ We use the term *other conduct of concern* to refer to conduct that may not rise to the level of protected status discrimination or harassment, but may nonetheless violate other university policies or be disruptive to the learning, living, or working environment. This includes, for example:

- Conduct on the basis of protected status that does not rise to the threshold of a potential policy violation because it is not severe, persistent, or pervasive
- Conduct not based on protected status, but that may implicate other policies (e.g., professionalism)
- Conduct that may not be subject to discipline because of free speech or academic freedom principles.